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CAUT ACPPU
# BULLETIN
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La voix des universitaires du Canada
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## Le SEFPO vise à faire modifier la loi antisyndicale

Le Syndicat des employés de la fonction publique de l'Ontario a lancé une campagne visant à faire modifier la loi qui empêche le personnel à temps partiel des collèges de se syndiquer.

« L'Ontario est la seule province au Canada où la loi interdit au personnel à temps partiel des collèges d'adhérer à un syndicat », a déclaré Leah Casselman, présidente du SEFPO. « Il est scandaleux qu'un droit aussi fondamental ne soit pas reconnu dans nos collèges. »

Mme Casselman a affirmé que le premier ministre Dalton McGuinty ferait face à des manifestations dans une soixantaine de communautés de la province lors de la campagne électorale de 2007 si la loi actuelle n'était pas abrogée.

« L'enseignement postsecondaire est la priorité de M. McGuinty, il veut en faire un de ses dossiers phares », a précisé Mme Casselman.

L'amélioration de l'enseignement postsecondaire constitue un élément important du programme du gouvernement McGuinty et c'est probablement l'un des grands enjeux que les Libéraux vont soulever au moment de solliciter un nouveau mandat.

Toutefois, Chris Bentley, ministre responsable de la formation, des collèges et des universités, a déclaré dans une entrevue que le gouvernement n'envisageait pas de modifier la loi afin de permettre au personnel à temps partiel des collèges de se syndiquer.

Rosario Marchese, porte-parole du NPD de l'Ontario pour les questions d'éducation, a déposé à l'Assemblée législative en octobre un projet de loi d'intérêt privé qui prévoit la suppression des clauses de la loi actuelle qui nient aux employées et employés à temps partiel le droit à la reconnaissance syndicale.

« Il est honteux que le personnel d'un établissement d'enseignement postsecondaire du Canada se voie refuser le droit d'être représenté par un syndicat », a déclaré James Turk, directeur général de l'ACPPU. « L'ACPPU va faire tout en son pouvoir pour aider le SEFPO à réparer cette injustice. » ■

On trouvera des renseignements sur la campagne du SEFPO ainsi qu'une pétition en ligne sur le site www.opseu.org.

# OPSEU Demands Union Rights for Part-Timers

OPSEU Taking Campaign Public — Union president Leah Casselman announces OPSEU's campaign to make unionization legal for Ontario's part-time college employees.

THE Ontario Public Service Employees Union has kicked off a campaign to change the law that bars part-time college staff from unionizing.

"Ontario is the only province in Canada where it is against the law for part-time college employees to join a union," said OPSEU president Leah Casselman "It's shocking that such a basic right is not recognized in our colleges."

Casselman said Premier Dalton McGuinty will face protests in as many as 60 communities in the 2007 provincial election campaign unless the current law is scrapped.

"I'm talking about Mr. McGuinty's big issue — post-secondary education, he wants it to be one of his flagship issues," Casselman said.

Improving post-secondary education is a major part of the McGuinty government's agenda and will likely be a prominent issue the Liberals raise in seeking re-election.

However, Chris Bentley, the minister responsible for training, colleges and universities, said in an interview that the government isn't considering changing the law to allow part-time college staff to unionize.

Ontario NDP education critic Rosario Marchese tabled a private member's bill in the legislature in October that would delete clauses in the current law that deny part-timers the right to union recognition.

"It's a disgrace that staff at any post-secondary institution in Canada would be denied the right to be represented by a union," said CAUT executive director James Turk. "CAUT will do everything in its power to assist OPSEU in correcting this injustice."

Turk said the overwhelming majority of university and college staff are unionized around the country and that unionization has been important in protecting the quality of Canada's post-secondary education system. ■

### Denying Rights is Wrong

Ontario colleges exploit more than 16,000 part-time workers who are barred by Ontario law from unionizing. Part-timers are treated as a disposable workforce, forced to subsist on short-term, temporary, underpaid jobs. They have no job security. They have few or no benefits. Sometimes they even have to work for free.

Help make unions legal for college part-timers. Sign the online petition at www.opseu.org.

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2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENTE
Loretta Czernis

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

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CIRCULATION/DIFFUSION
Jocelyne Fortier

BULLETIN ONLINE/BULLETIN INTERACTIF
Cynthia Wagner

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

SUBSCRIPTIONS/ABONNEMENT
Natalie Savard (savard@caut.ca)

EDITORIAL BOARD/COMITÉ DE RÉDACTION
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# COMMENTARY
# TRIBUNE LIBRE

## Freedom to Publish Must Be Protected

The first step in preserving the freedom to publish is to ensure academic staff own the intellectual property they create. Secondly, language enshrining the freedom to publish must be introduced into collective agreements & university policies.

By PAUL JONES

A STEADY stream of cases cross my desk involving academic staff who have been denied the freedom to publish their research. The details of each case are different, but most share the same underlying cause – the imposition of commercial considerations into the content and schedule of research publication. Recent events in Manitoba demonstrate the constraints on the freedom to publish brought about by this development. They also point to some practical steps academic staff can take to reassert the preeminence of scholarly values on campus.

University of Manitoba professor Stéphane McLachlan and doctoral student Ian Mauro researched the impact of genetically modified crops on farming and in 2002 compiled their findings in a documentary entitled *Seeds of Change: Farmers, Biotechnology and the New Face of Agriculture*. When it was time to disseminate the research, the administration blocked its release. It did this by utilizing a long-standing university bylaw that states in part:

"The University has, to the extent hereinafter defined, an interest in every recording, made on tape, film, phonograph record, kinescope or other recording medium belonging to the University."

The administration's ownership share in recorded material, as granted in the bylaw, gave it the power to block the video's release.

What do we learn from this?

### Own Your Intellectual Property

The first step in preserving the freedom to publish is to ensure academic staff own the intellectual property they create. Most collective agreements traditionally provided this right, not to enhance financial well-being, but to protect academic freedom. Individual ownership entrusted control over the work of academic staff to academic staff and not to the whims of the employer or some third party.

Unfortunately, administrators at some institutions have been able to acquire interests in staff-created work, including audio-visual material. Mostly this has been a recent development. For some, it has a longer history and reflects a time when there was little reason to suspect an employer would use shared ownership to stifle publication.

Had McLachlan and Mauro enjoyed sole ownership in their video, the U of M would not have been so easily able to block its release. To protect the freedom to publish, academic staff must use the bargaining table to reclaim lost ownership rights in the intellectual property they create.

### Strengthen Collective Agreement Language

Ensuring individual ownership of intellectual property is a start, but it's not a complete solution. Language enshrining the freedom to publish must also be introduced into collective agreements.

A few pioneering associations have negotiated language affirming a positive right to publish. Unfortunately, this language does not provide adequate protection since it presents the freedom to publish as an available right, if a choice is made to enforce it. This leaves individual academics vulnerable to coercion to acquiesce to restrictions on publication. The responsibility to ensure the open exchange of information must be shifted to the university as a whole with contract language that affirms the right to publish and prohibits the university from entering into or administering any research projects that requires the permission or approval of government, industry or other sponsors to publish.

### Change University Policy

Stronger collective agreement language can protect the freedom to publish. Revisions to university and college policy, while not of the same legal significance, can also assist. Policy documents reflect the culture of an institution. If the open exchange of knowledge is declared a core and immutable value in these documents, it establishes a benchmark that informs the behaviour of administrators, academic staff, students and the external organizations that interact with the institution. The importance of all parties understanding the centrality of the freedom to publish is demonstrated in the circumstances surrounding McLachlan and Mauro's interaction with the U of M administration.

Their video offers a critical perspective on Monsanto Canada, an agribusiness corporation. Monsanto has had a significant corporate presence at the U of M and will soon be relocating its national headquarters to the university's Smartpark. The senior university administrator negotiating the non-release of the video with McLachlan and Mauro is now president of Smartpark.

The university denies any connection between its relationship with Monsanto and suppression of the video. Rather, it attributes the difficulties encountered by the two researchers to a "misunderstanding" over intellectual property rights. While it is difficult to imagine Monsanto played a role in suppressing the video, the administration's misunderstanding explanation is inadequate.

The freedom of academic staff to make known to the world the results of their work is not one that is subject to misunderstanding. It is a freedom fundamental to the very mission of universities and colleges, not a peripheral privilege subject to negotiation on a case by case basis. *Vorauseilender Gehorsam* is a German expression that translates roughly as "obedience that anticipates authority." In the absence of a culture that reveres open publication, administrators and academic staff alike are vulnerable to such obedience, bowing to commercial interests even before they are asked to.

To clarify to all that any misunderstanding about the paramount importance of the freedom to publish is possible, academic staff must ensure that universities and colleges adopt or amend policy statements to broadly declare:

- Their institution – and any party with which it enters into a relationship – shall not interfere with the freedom to publish research;
- Their institution shall not enter into or administer any research requiring permission or approval of government, industry or other sponsors for the researchers to publish the results of their work; and
- Members of the academic community shall have an absolute right to disclose publicly information about risks to research participants or the general public or threats to the public interest that become known in the course of their research.

### Final Words

I suspect most of the university and college community, including some administrators, are not happy with commercial encroachments on the freedom to publish. At the same time, opposing the changes happening on campus must seem an overwhelming task, especially in the face of the daily obligations of career and family. But the curtailment of the free exchange of knowledge can be stopped and initial steps in this effort simply require academic staff to devote time and intellectual energy to ensuring that university policy and collective agreement language affirms and protects the freedom to publish.

Enacting such changes will not eliminate the motivation driving those who place commercial considerations above academic values. But new collective agreement and policy language can sharply limit the opportunities to interfere with the publication of research until the underlying effort to commercialize universities and colleges is repudiated. ■

Paul Jones is CAUT's Research and Education Officer.

Draft collective agreement language and a senate resolution on the freedom to publish are available at www.caut.ca/en/issues/freedom publish/default.asp.

## PRESIDENT'S COLUMN

# Facing Off against Workplace Bullies

By LORETTA CZERNIS

A RECENT study in Britain has produced astonishing results. The Times Higher Education Supplement online survey on bullying, answered by 843 academic staff in higher education workplaces, reports that three-quarters of the respondents indicated they worked with someone who they believed was being bullied. More than 40 per cent of respondents to the survey said they were being bullied themselves.

According to the Association of University Staff of New Zealand: "Workplace bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work."

The Workplace Bullying Advice Line, a service for employees in the UK, explains that workplace bullies tend to fixate on nagging criticism and false allegations of underperformance and/or incompetence. Although it has been documented that many bullies are deeply prejudiced, they tend to focus their criticism primarily on those whom they see as less competent. This UK service also suggests bullies are lacking in interpersonal and behavioural skills and see themselves as inadequate, so they attempt to control (or push out) those working around them who seem to be happy and doing well.

Bullying has nothing to do with managing or mentoring. One interpretation is that it is an attempt to overcome a sense of personal inadequacy by attempting to subjugate another, and to create a work environment which faculty and staff find upsetting.

Bullying is to be found throughout the education system. Earlier this year, three Ontario education workers unions – the Elementary Teachers' Federation of Ontario, the Ontario English Catholic Teachers Association and the Ontario Secondary School Teachers' Federation – commissioned a survey on bullying in the workplace, the findings of which were released in September.

Thirty-eight per cent of the 1,217 education workers polled said they have been targets of verbal abuse, physical threats and/or other forms of intimidation by students. Fifty per cent of teachers of grades 7 through 9 said they have been bullied by students. Twenty per cent of respondents indicated they became so upset by the bullying that they sought professional help.

We cannot perform our jobs properly when we are working under duress. Victims of workplace bullying can experience stress, depression, reduced self-esteem, self-blame, phobias, sleep disturbances, digestive and musculoskeletal pro-

See BULLIES Page A8

## LE MOT DE LA PRÉSIDENTE

# Le harcèlement professionnel est bel et bien présent sur les campus

Par LORETTA CZERNIS

À L'ISSUE d'une enquête en ligne qu'il a menée en Grande-Bretagne auprès de 843 professeurs d'établissements d'enseignement supérieur, le journal *Times Higher Education Supplement* a dégagé dans une étude récente des conclusions plutôt surprenantes. En effet, la publication britannique révèle que les trois quarts des participants à l'enquête affirment travailler avec quelqu'un qui, selon eux, est victime de harcèlement professionnel. Et plus de 40 % des répondants déclarent faire eux-mêmes l'objet d'une telle intimidation.

Selon l'Association du personnel universitaire de la Nouvelle-Zélande, le harcèlement professionnel s'entend d'un comportement déplacé renouvelé, direct ou indirect, qu'il soit verbal, physique ou autre, adopté par une ou plusieurs personnes à l'encontre d'une ou plusieurs autres personnes, sur le lieu de travail et/ou durant l'emploi, qui pourrait raisonnablement être considéré comme portant atteinte au droit des personnes à la dignité au travail.

Le service de conseil *Workplace Bullying Advice Line*, mis sur pied pour venir en aide aux travailleurs du Royaume-Uni, explique que les auteurs de harcèlement professionnel ont généralement tendance à lancer des critiques importunes et à porter de fausses allégations de rendement insatisfaisant et d'incompétence. Bien qu'il soit établi que les intimidateurs soient, dans bien des cas, bourrés de préjugés, ils concentrent généralement leurs critiques sur les personnes qu'ils considèrent comme moins compétentes. Le service de conseil britannique avance d'autre part que les intimidateurs, n'ayant pas développé d'habiletés sociales et comportementales adéquates et souffrant aussi d'un complexe d'infériorité, tentent de contrôler (ou d'évincer) leurs collègues qui semblent heureux et réussissent bien.

Le harcèlement professionnel n'a rien à voir avec la gestion et le mentorat. Il s'agit, selon certains, d'une tentative en vue de surmonter un sentiment d'inadaptation en s'essayant à subjuguer les autres, et de créer un milieu de travail perturbant pour l'ensemble du personnel académique.

Le harcèlement professionnel intervient partout au sein du système éducatif. Plus tôt cette année, trois syndicats ontariens de travailleuses et travailleurs en éducation – la Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario, l'Ontario English Catholic Teachers Association et la Fédération des enseignantes/enseignants des écoles secondaires de l'Ontario – ont commandé une enquête sur l'intimidation en milieu de travail dont les résultats ont été rendus publics en septembre dernier.

Trente-huit pour cent des 1 217 travailleuses et travailleurs en éducation interrogés affirment avoir été victimes de violence verbale, de menaces physiques et/ou d'autres formes d'intimidation de la part d'étudiants. La moitié des enseignants de la 7e à la 9e année déclarent avoir été intimidés par des étudiants. Vingt pour cent des répondants indiquent que l'intimidation subie les a troublés à tel point qu'ils ont dû rechercher l'aide de professionnels.

Il est impossible de bien exécuter son travail sous la contrainte. Les victimes de harcèlement professionnel sont exposées à une multitude de dysfonctionnements : le stress, la dépression, la baisse de l'estime de soi, le blâme personnel, les phobies, les troubles du sommeil, les problèmes digestifs et musculo-squelettiques et même le syndrome de stress post-traumatique. Cette conduite abusive, si elle n'est pas réprimée, peut mener à l'isolement social et entraîner des

Voir HARCÈLEMENT à la page A8

# In Search of a Healthy Campus

By GRAHAM S. LOWE

A HEALTHY university rests on many pillars. Adequate funding is essential to meet progressively higher goals. Also crucial is its integration within local and global communities, especially by providing access to students from diverse backgrounds. A healthy campus community strives to promote health and wellness activities among its students and staff.

An equally necessary pillar of a healthy university is its culture – the values, behaviours and relationships that nurture an ideal learning and working environment.

### The Healthy Work Environment Challenge

While there is increasing focus on the cultural features of a healthy university, more must be done to shore up this pillar. So far, Canadian universities have emphasized the learning environment. New initiatives in the past decade, including freshman orientation programs, course evaluations, graduate exit surveys and expanded teaching and learning resources have addressed the learning context for students.

Now energy must be directed to the university's multiple work environments. A major challenge for universities in the coming decade is creating and maintaining a healthy work environment for faculty, staff, graduate assistants and contract employees. Increasingly, for a university to succeed in its mission, it must nurture a healthy physical, psycho-social and emotional environment for all these groups.

The World Health Organization's concept of "healthy people in healthy organizations" helps frame a discussion of how universities as employers can expand the concept of health promotion to all aspects of the work environment and human resource management practices. Universities are society's premier knowledge-generating organizations. Only by redoubling efforts to create and maintain healthy work environments will innovation and creativity be sustained.

Like any knowledge-based, high-performing organization in the private sector, a university must strive for excellence in its people practices, embedding these goals within its overall business plan. This includes healthy workplace goals and actions. It is not enough to say recruitment and retention are "strategic priorities." Far more effective is repositioning the long-range strategy of the organization so that it rests on a solid foundation of healthy and engaged employees. Organizations as diverse as the Mayo Clinic, FedEx and Nokia have demonstrated the power of this people-first approach.

### Pressures for Action

Universities face intense pressures to move in this direction. According to the Association of Universities and Colleges of Canada, Canada's universities must replace 20,000 faculty and create and fill another 20,000 faculty positions by 2011 to meet enrolment increases of between 20 and 30 per cent. Faculty workloads have peaked and performance expectations have never been higher. Administrative and service employees have endured the upheavals of restructuring and often are expected to do more with less. These combined demographic, enrolment, performance and organizational change pressures make setting and achieving healthy work environments goals an urgent matter.

Universities need to assess whether they are doing the right things to develop and sustain their human capacity. National studies of university faculty in Britain and Australia have documented high rates of job stress, which pose health risks to individuals and recruitment and retention problems for universities. Balancing career demands, family responsibilities and meeting one's personal needs and goals is not getting easier.

Limited evidence and lots of anecdotes make it doubtful the quality of work life among Canada's university faculty, research staff, graduate assistants and other members of academic teams would be any better. Several Statistics Canada surveys confirm that knowledge-workers – the mainstay of a university – are the most stressed-out members of the 21st century workforce.

### An Evidence-Based First Step

True to their values, universities should be making evidence-based decisions about their people practices. A first step is to gather information about the work environment. What do health benefit utilization trends, especially prescription drugs and long-term disability, tell about the health of the organization and its employees? Going further, what do employees say about their jobs, work environments and career aspirations?

Universities can learn from the successes many public and private sector employers have had in seeking employees' input, using surveys, town-hall meetings and other consultation tools. Universities have taken decisive steps to improve the learning environment, using course evaluations, first-year experience surveys and graduate satisfaction surveys. Lessons from these initia-

See HEALTHY CAMPUS Page A5

# See the potential?

Portrait, still life or landscape. Abstract, modern or romantic. Oils, acrylics or watercolours. These are but a few of the virtually infinite possibilities open to the artist facing a blank canvas. Layer upon layer, one brushstroke after another, colour, depth and dimension transform the canvas into a work of art. The result is as much an expression of the painter's talent as it is a reflection of his or her vision.

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# NEWS

## Laurentian Faculty Vote for Landmark Agreement

Members of Laurentian University Faculty Association last month voted in favour of a new collective agreement with reduced teaching loads and "catch-up" salary provisions.

Total increase in base salary over the life of the agreement ranges from 20 per cent to a high of 37 per cent, including salary increments.

"It's taken several months of intense negotiations, a 97 per cent strike vote and the assistance of two mediators to get to this point," said LUFA president Jim Ketchen, noting the strength and skill of the association bargaining team under chief negotiator Anis Farah, and the tremendous support shown the team by the general membership.

Ketchen said the union has a "landmark agreement" as a result of new language designed to make Laurentian a more faculty-friendly university.

The three-year deal provides improved pregnancy and parental leave, increases to professional development allowances, employer-paid dental and paramedical practitioner coverage and greater transparency in the appointment process.

Faculty association negotiators also broke new ground for contract academic staff, bargaining significant increases in per course stipends and a limited number of permanent sessional appointments.

LUFA represents more than 400 faculty and librarians at Laurentian University, the University of Sudbury, Huntington University and the University College of Thornloe. ■

Version française à la page A8.

## Academics to Meet MPs about Underfunding

More than 50 representatives of faculty associations across Canada will gather on Parliament Hill in Ottawa Nov. 24 to meet with their members of Parliament as part of CAUT's annual lobby. The faculty and librarians will describe to MPs what federal underfunding has meant at their universities and colleges, and will urge the parliamentarians to adopt a Canada Post-Secondary Education Act – an act that will restore adequate federal funding, establish guidelines to protect public post-secondary education, academic freedom, accessibility and ensure accountability on the part of both the federal and provincial governments for the expenditure of federal post-secondary funds. ■

Version française à la page A5.

## Dénonciation de la discrimination salariale au Royaume-Uni

Une étude de l'Association of University Teachers (association des professeures et professeurs d'université britanniques) portant sur le recours à la rémunération discrétionnaire dans l'enseignement supérieur révèle que les chargés de cours universitaires de race blanche ont 60 % plus de chances de se voir accorder une prime au rendement que leurs collègues de race noire ou faisant partie d'une minorité ethnique.

Les responsables de l'étude ont examiné le cas des membres du personnel enseignant qui s'étaient vu attribuer des « points discrétionnaires » lorsqu'ils avaient atteint le sommet de leur échelle salariale. Cet examen a montré que 21 % des chargés de cours de race blanche rémunérés en fonction de la principale échelle salariale de leur groupe s'étaient vu accorder des points discrétionnaires, ce qui n'était le cas que de 13 % de leurs collègues de race noire ou faisant partie d'une minorité ethnique.

« Voilà de nouvelles preuves de discrimination dans l'enseignement supérieur », a déclaré Sally Hunt, secrétaire générale de l'AUT. « Il est profondément troublant de constater que les chargés de cours de race blanche ont 60 % plus de chances d'obtenir des points discrétionnaires que leurs collègues de race noire. »

Les responsables de l'étude ont analysé des données sur le personnel et les échelons salariaux fournis par le secteur universitaire.

« Les employeurs sont au courant de ce phénomène depuis longtemps », a affirmé Mme Hunt. « Ils doivent accepter la responsabilité de ces dysfonctionnements et prendre des mesures significatives pour mettre fin à la discrimination salariale dans l'enseignement supérieur. Malheureusement, je m'attends à ce que l'on se contente de donner des excuses, des explications et des exemples de bonnes pratiques. Or, ce n'est tout simplement pas suffisant, car les preuves de discrimination salariale sont claires et de plus en plus nombreuses. »

« Il ne faudrait pas grand-chose pour établir des procédures d'attribution de primes au rendement justes, équitables et transparentes. Il suffirait que les employeurs des universités manifestent une volonté de passer à l'action. »

L'AUT demande au secteur universitaire de prendre des mesures concrètes pour mettre fin à la discrimination salariale, « au lieu de se contenter d'en parler », a-t-elle ajouté. ■

English on page A9.

# Controversial Video to Be Released across Canada

A DOCUMENTARY on genetically modified crops, blocked for three years by the University of Manitoba, will be released this month at events across Canada, with the support of CAUT.

Environment and geography professor Stéphane McLachlan and his graduate student Ian Mauro will release *Seeds of Change* Nov. 18 in Ottawa at the National Farmers Union annual convention. There are also plans for the documentary to be shown in Montreal, Victoria, Vancouver and Salt Spring Island and featured at a forum on academic freedom Nov. 30 in Winnipeg.

The documentary is one result of a major research project undertaken by McLachlan and Mauro examining farmers' experiences – both good and bad – with genetically modified crops.

According to McLachlan, the video summarizes both the benefits and risks associated with the use of GM technology and makes a controversial link between the advent of GM crops and rural decline. It also looks at the role of the biotech company Monsanto, a leading corporate promoter of GM crops.

Mauro said the concerns and experiences of farmers have been missing from the GM crop debate and their video attempts to fills that gap.

"Unfortunately, we had one problem – the university blocked its release," he said.

The university claimed a long-established policy allows the university 50 per cent control of copyright in any video produced as part of academic research.

PHOTO: WADE ANDREW

Taking it on the Road – University of Manitoba researchers Ian Mauro (left) & Stéphane McLachlan's documentary film Seeds of Change, whose public release was prevented for three years by the U of M administration, will debut at the National Farmers Union annual convention in Ottawa Nov. 18.

In the fall of 2002, university officials argued the video contained a host of controversial comments on the biotechnology industry and said they feared litigation by Monsanto. They also refused to allow the video's release unless the researchers indemnified the university against all lawsuits, claiming the university did not have appropriate insurance coverage to protect against such threats.

"Now that the controversy has become public, the university has changed its position," McLachlan said.

"The administration is now saying all the university needs is a statement in the documentary that the opinions expressed are not those of the university. They're also asking to see copies of consent forms from people interviewed. If the university had given us these conditions three years ago, the problem would never have arisen."

James Turk, executive director of CAUT, says this case is an object lesson in how a university's claim to intellectual property ownership can interfere with academic freedom. ■

# A Healthy Campus

From PAGE A3

tives can be transferred to improving the working environment.

But good measures alone don't guarantee improvements. Universities must create performance accountabilities – especially for managers at all levels – for maintaining supportive, positive and healthy work environments. This requires monitoring the drivers and outcomes of health at the individual and organizational levels. Again, these are areas where universities can benefit from practices in other industries. This expands the concept of a health promoting university from unidirectional knowledge transfer into the community, to two-way knowledge sharing.

### A Bold New Vision

As employers, universities have unique strengths that will help to create a bold new vision of a healthy work environment and to act on this.

When it comes to planning positive change, universities have a big advantage over any other organization – they have all the resident expertise they need to develop and implement a comprehensive approach to healthy work environments. This is an ideal opportunity for interdisciplinary collaboration and knowledge application. Core values of collegiality and academic integrity guide the behaviours that underpin a healthy work environment. And universities are far ahead of most other organizations in having on-site fitness, wellness and health facilities, which contribute to the health and wellness of staff and students.

Steady effort is needed to expand each university's health promotion and fitness programs and to transfer health promotion knowledge to society. But creating a healthy university requires more.

Above all, progress depends on clear commitment by a university's academic and administrative leaders to nurture the organization's people capacity through a healthy culture. Leaders must engage all employees in meaningful discussions of how they envision a truly healthy workplace. Doing so will reap benefits for individual employees, universities and society. ■

Graham Lowe, a former University of Alberta sociology professor, is president of The Graham Lowe Group Inc. (www.grahamlowe.ca) and a founding partner in Great Place to Work® Institute Canada (www.greatplacetowork.ca). This article is based on the author's keynote presentation at the 2nd International Conference for Health Promoting Universities, 4 October 2005, at the University of Alberta. Dr. Lowe can be reached at glowe@grahamlowe.ca.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime (duhaime@caut.ca) for details. Commentary authors will be contacted only if their articles are accepted for publication.

# Appel de mises en candidature pour le prix Sarah-Shorten 2006

L'ACPPU accepte maintenant les mises en candidature en vue de l'attribution du prix Sarah-Shorten 2006. Ce prix d'envergure nationale a été créé en 1990 par le Conseil de l'ACPPU dans le but de reconnaître les réalisations exceptionnelles d'une promotrice ou d'un promoteur de l'avancement des femmes dans les universités et collèges canadiens.

« Nous invitons les associations de personnel académique, les comités des femmes et toutes les autres parties intéressées à soumettre des candidatures », a annoncé Wendy Robbins, présidente du Comité des femmes de l'ACPPU, auquel est confiée la supervision de l'ensemble du processus.

« Il n'est pas nécessaire que les candidates ou candidats soient membres de la communauté universitaire, mais le fruit de leur apport doit avoir servi la cause de l'un ou l'autre ou de tous les groupes de femmes (professeures, étudiantes, personnel) dans le secteur de l'enseignement postsecondaire », a ajouté Mme Robbins en soulignant que les réalisations des candidates ou candidats peuvent reposer entre autres sur les éléments suivants : qualités d'organisation, mise en oeuvre de lignes directrices, législation, publications, initiatives pédagogiques ou services exceptionnels.

« La qualité exceptionnelle de la contribution peut résulter d'un projet ou d'une activité unique ou d'efforts accumulés par un engagement constant envers la cause de l'avancement des femmes pendant une longue période. Et cet apport peut s'être limité à l'échelle locale, provinciale, régionale ou nationale, ou bien à une combinaison de ces paliers », a-t-elle indiqué.

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre justifiant la candidature et décrivant en détail la contribution du candidat ou de la candidate à l'avancement des femmes dans le secteur de l'enseignement postsecondaire, ainsi qu'un curriculum vitae et des lettres d'appui.

Les candidatures doivent être soumises au plus tard le 10 février 2006, à l'adresse suivante : Présidente, Comité des femmes, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2. ■

Traduit de l'article « Call for Recommendations for Sarah Shorten Award » (*Bulletin* de l'ACPPU, octobre 2005).

# La Journée du lobbying portera sur le sous-financement fédéral

DANS le cadre de la Journée du lobbying organisée par l'ACPPU, plus de cinquante représentants des associations de personnel académique de partout au Canada se réuniront avec leurs députés le 24 novembre prochain sur la Colline du Parlement. Les professeurs et bibliothécaires décriront à leurs députés l'impact du sous-financement fédéral sur leurs universités et collèges et recommanderont aux parlementaires d'adopter la loi canadienne sur l'enseignement postsecondaire – une loi visant à rétablir le financement adéquat du gouvernement fédéral, à établir des lignes directrices en vue de protéger l'enseignement postsecondaire public, la liberté académique et l'accessibilité aux études, et à obliger les gouvernements à rendre des comptes sur la façon dont sont dépensés les fonds fédéraux affectés à l'enseignement postsecondaire. ■

English on page A4.

# CAUT, UCN Begin Talks

CAUT calls on Manitoba Premier Gary Doer to amend the University College of the North Act which, in its present form, could lead to censure of the institution.

LAST month CAUT met with officials from the University College of the North to discuss possible censure of the newly-created institution.

"We had a very productive meeting," said CAUT executive director James Turk. "UCN officials seemed genuinely interested in addressing our concerns about assuring proper academic freedom and tenure provisions for their academic staff.

"As a result, the CAUT officers who attended the meeting agreed to recommend to Council that consideration of censure be deferred until next year."

Earlier this year, CAUT Council voted to proceed with censure of the institution in November unless adequate progress is made to ensure the introduction of provisions for academic freedom, tenure and collegial governance rights for academic staff at UCN that are comparable to those at other universities in Manitoba.

"We hope UCN's interim council will take the steps necessary to ensure the protection of academic freedom and a system of tenure," Turk said.

He added he believes the bigger problem lies with the Manitoba government's refusal so far to amend the University College of the North Act to give the Learning Council, the institution's senior academic body, the power to set educational policy and to remove the power of the advanced education minister to impose programs on UCN, despite the wishes of the council or the board of governors.

Turk has written to Premier Cary Doer asking him to step in and fix the problem. In the Nov. 2 letter he asked Doer to "personally reconsider this matter and the position of your government."

"You have taken a wonderful step in creating a new institution that will offer greater access to post-secondary education to the people of Northern Manitoba," the executive director wrote to Doer. "However, without action by your government to amend the UCN Act, we will have to proceed with consideration of censure in April."

Meeting with CAUT in October were Kathleen Leary, chair of UCN's interim council; UCN president Tony Bos; John Hofley, a special consultant to UCN and chief negotiator; and Sydney Carrioch, Grand Chief of Manitoba Keewatinook Ininew Okimowin. Also in attendance were CAUT president Loretta Cznernis, executive director James Turk, executive member Mark Gabbert and assistant executive directors Neil Tudiver and Peter Simpson. ■

# Début des pourparlers entre l'ACPPU et le CUN sur divers points

LE mois dernier, l'ACPPU rencontrait des cadres du Collège universitaire du Nord (CUN) en vue d'envisager la possibilité de blâmer la nouvelle institution.

« La réunion fut très productive », de dire James Turk, directeur général de l'ACPPU. « Les administrateurs du CUN semblaient vraiment intéressés à assurer à leurs enseignants une liberté académique convenable et à leur offrir des postes permanents. »

« Par conséquent, les cadres de l'ACPPU qui ont participé à la réunion ont accepté de recommander au Conseil d'attendre à l'an prochain avant de se pencher sur la motion de blâme. »

Plus tôt cette année, le Conseil de l'ACPPU décidait de blâmer l'institution en novembre à moins qu'on ne réalise des progrès adéquats pour assurer l'adoption, à l'intention du personnel enseignant du CUN, de dispositions relatives aux droits de liberté académique, de permanence et de gouvernance collégiale comparables à ceux que détiennent leurs homologues des universités au Manitoba.

« Nous espérons que le conseil provisoire du CUN prendra les mesures nécessaires pour assurer la protection de la liberté académique et d'un système de permanence », de dire M. Turk.

Il a ajouté que, selon lui, le problème réside en majeure partie dans le refus du gouvernement manitobain d'amender la *Loi sur le Collège universitaire du Nord* pour accorder ainsi au conseil d'apprentissage, le principal organisme académique de l'institution, le pouvoir d'établir la politique en matière d'éducation et retirer du ministre de l'éducation postsecondaire le pouvoir d'imposer des programmes au CUN, et ce, malgré le désir du conseil d'apprentissage ou du bureau des gouverneurs.

M. Turk a fait parvenir une lettre au premier ministre Gary Doer pour lui demander d'intervenir et d'apporter une solution au problème. Dans sa lettre du 2 novembre, il demandait à M. Doer d'examiner personnellement la question et la position de son gouvernement.

Le directeur général écrivait ce qui suit à M. Doer : « Vous avez agi de façon extraordinaire en créant une nouvelle institution qui facilitera grandement l'accès à l'enseignement postsecondaire aux gens dans le nord du Manitoba. Cependant, si votre gouvernement ne prend aucune mesure pour amender la *Loi sur le Collège universitaire du Nord*, nous devrons envisager d'adopter une motion de blâme en avril. » ■


## Building the Bridge of Literacy

CODE is a Canadian charitable organization that has been promoting education and literacy in the developing world for more than 40 years. CODE builds the bridge of literacy by developing partnerships that provide resources for learning, promote awareness and understanding, and encourage self-reliance.

For more information or to donate call 1-800-661-2633.
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University researchers in all disciplines increasingly are using archival primary materials. The 800 member institutions of the Canadian Council of Archives have combined to help make those resources more accessible, through their national portal, Archives Canada: The Canadian Archival Information Network (www.archivescanada.ca). Every province and all three territories are represented in this portal, which includes material from every provincial archives, Library and Archives Canada, and numerous university, municipal, religious, and other institutional collections.

This portal provides enhanced national access to a variety of resources. From the catalogue ("search archives" feature) you can access:

- Free text searching of over 53,000 descriptions of collections held in Canadian archives
- Links to numerous full finding aids
- Links to digitized materials

From the "virtual exhibits" feature:

- Nearly 300 interpretive exhibits and photograph databases
- Links to digitized collections, indexes, vital statistics, etc.
- Organized thematically; by province; by institution; or by free text search

## ARCHIVESCANADA.CA

ENTRY POINT TO CANADIAN PRIMARY SOURCE RESEARCH MATERIALS

Access to further resources and enhanced search capabilities can be found through links to the provincial / territorial networks ("networks" feature) and through the "links" feature. Canadian Archival Resources on the Internet provides links to all Canadian archival institutions and international archival resources.

Increasingly, projects on the site such as the "Northern Research Portal" (scaa.usask.ca/gallery/northern/), "Mi'kmaq Resource Guide (http://www.gov.ns.ca/nsarm/virtual/mikmaq/) and "Prairie Populist" (www.prairiepopulism.ca) are incorporating inter-institutional resources, finding aids, full digitized files and photographs within specific thematic areas.

This site will be invaluable both for graduate students and faculty: in helping to define research parameters; ensuring depth and availability of resources; in helping organize research trips and save travel funds; for access to digital documents and images to enhance lectures.

Additions to this site are made regularly. Material is available in both official languages.

Canadian Council of Archives / Conseil canadien des archives
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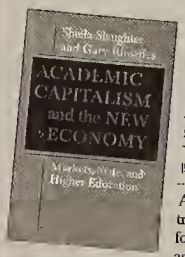
# BOOKSHELF
# COIN DES LIVRES

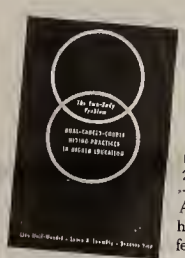
## QUICK PICKS




### Academic Capitalism and the New Economy: Markets, State and Higher Education

Sheila Slaughter & Gary Rhoades. Baltimore: The John Hopkins University Press, 2004; 384 pp; ISBN: 0-8018-7949-3, hardcover $39.95 US.

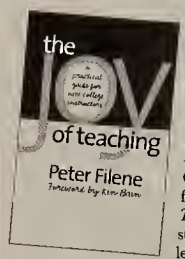
As colleges and universities become more entrepreneurial in a post-industrial economy, they focus on knowledge less as a public good than as a commodity to be capitalized on in profit-oriented activities. In *Academic Capitalism and the New Economy*, higher education scholars Sheila Slaughter and Gary Rhoades detail the aggressive engagement of U.S. higher education institutions in the knowledge-based economy and analyze the efforts of colleges and universities to develop, market and sell research products, educational services and consumer goods in the private marketplace. The authors track changes in policy and practice, revealing new social networks and circuits of knowledge creation and dissemination, as well as new organizational structures and expanded managerial capacity to link higher education institutions and markets.




### The Two-Body Problem: Dual-Career-Couple Hiring Practices in Higher Education

Lisa Wolf-Wendel, Susan Twombly & Suzanne Rice. Baltimore: The John Hopkins University Press, 2004; 208 pp; ISBN: 0-8018-7451-3, hardcover $42 US.

Approximately eight of every 10 academics have spouses or partners who are working professionals, and almost half of these partners are academics as well. In fact, dual-career academic couples are so prevalent that "the two-body problem" has become a common way of referring to the situation. Increasingly, intense competition to hire the best faculty forces institutions to assist dual-career couples in finding suitable employment for the accompanying spouse or partner. The authors of *The Two-Body Problem* examine policies and practices used by colleges and universities to respond to the needs of dual-career couples within the economic, legal and demographic contexts of higher education. Using data from an extensive survey of public and private universities as well as in-depth case studies of institutions representing distinctive approaches to this problem, the authors find that the type of institution – its location, size, governance, mission and resource availability – is a critical factor in determining dual-career employment options. *The Two-Body Problem* describes various accommodation models in depth and provides valuable information for college and university administrators responsible for hiring faculty and supporting their performance.



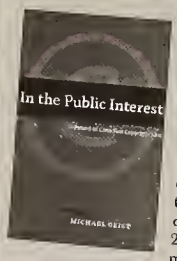

### The Joy of Teaching: A Practical Guide for New College Instructors

Peter Filene. Chapel Hill, North Carolina: The University of North Carolina Press., 2005; 160 pp; ISBN: 0-8078-5603-7, paper $27.95 CA.

Gathering concepts and techniques borrowed from outstanding college professors, *The Joy of Teaching* provides helpful guidance for new instructors developing and teaching their first college courses. Award-winning professor Peter Filene proposes that teaching should not be like a baseball game in which the instructor pitches ideas to students to see whether they hit or strike out. Ideally, he says, teaching should resemble a game of Frisbee in which the teacher invites students to catch ideas and pass them on. Rather than prescribe any single model for success, Filene lays out the advantages and disadvantages of various pedagogical strategies, inviting new teachers to make choices based on their own personalities, values and goals. Filene tackles everything from syllabus writing and lecture planning to class discussions, grading, and teacher-student interactions outside the classroom.

Quick Picks produced from information supplied by publishers.

## Shedding Light on Copyright




### In the Public Interest: The Future of Canadian Copyright Law

Michael Geist, ed. Toronto: Irwin Law, 2005; 602 pp; ISBN: 1-55221-113-4, paper $50 CA.

By PAUL WHITNEY

MICHAEL Geist has done us all a huge service in editing this timely and important volume on one of the defining issues of the early 21st century. As the government considers legislation to bring Canadian copyright law into the digital age (Bill C-60) and the courts are increasingly addressing intellectual property cases, there is an urgency in providing informed analysis on the issues from a user rights perspective. This book provides the necessary broad public policy context and detailed analysis of the complex and diverse issues captured under the rubric of copyright in the digital age.

The 19 contributors are Canadian academics and/or lawyers directly engaged in Canadian copyright in their research, teaching and political advocacy. It is refreshing to have their work available in a form with the potential to reach well beyond universities and law firms to inform the present political debate on copyright. While the essays have immediate relevance, Geist is correct in predicting they will remain relevant long after the present political process is a distant memory.

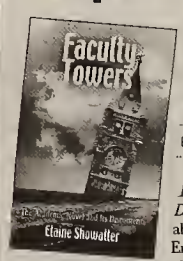
Moving from the over arching issues of the nature of balance of interests in copyright law and the international treaties which increasingly impinge upon the evolution of domestic legislation, the volume ventures into a number of areas that preoccupy the current legislative agenda, including the making available right, anti-circumvention of technological protection measures, Internet service provider liability, enhanced protections for photographs and the role of collective licencing. In case CAUT members read this list and mistakenly think they can safely avoid reading this book, it also covers classroom use of copyrighted content, interlibrary loans, electronic reserves and distance education. All these issues, whether they obviously relate to universities or not, have the potential to directly affect the finances of the institutions and day-to-day actions of educators.

For the first time, the copyright debate directly impinges on the actions of Canadians in their homes. The potential impact on educators and the institutions they work in and the students they serve is greater than it has ever been. It is imperative that individual CAUT members act collectively and individually as citizens to advocate for fair and reasonable user rights in accessing and using copyrighted content. The political agenda is being driven by the music and movie industries and it is only through informed and widespread citizen engagement that this influence can be effectively countered. *In the Public Interest* is an excellent tool in furthering this goal.

To the credit of the editor, contributors and publisher, *In the Public Interest* can be accessed for non-commercial use under a Creative Commons licence at www.irwinlaw.com. As the ebook has more than 600 pages, purchasing the paperback for $50 may be preferable to reading on screen or printing out a copy. However accessed, this is a book which should be read and carefully considered by all who care about education and robust user rights in accessing and using intellectual property in Canada. ■

Paul Whitney is the City Librarian at Vancouver Public Library and chair of the National Library of Canada Council on Access to Information for Print-Disabled Canadians, and a member of the Canadian Heritage Public Lending Right Commission and the PLR executive. He also chairs the Canadian Library Association Copyright Committee, the Canadian Urban Library Council Copyright Committee and the Copyright Forum, which addresses digital copyright issues with the federal government on behalf of 15 national education, library, archive and museum associations.

## Campus Fiction: Whose Paradise Lost?




### Faculty Towers: The Academic Novel and Its Discontents

Elaine Showalter. Philadelphia: University of Pennsylvania Press, 2005; 141 pp; ISBN: 0-8122-3850-8, hardcover $24.95 US.

By WENDY ROBBINS

*FACULTY Towers: The Academic Novel and Its Discontents* is not merely about the decline and fall of English departments – where creative writers congregate – or even of universities. Eminent literary critic Elaine Showalter treats the academy as a cultural microcosm, discussing its representation in fiction as both symptom and symbol of society's ills at large.

Viewed through the satirist's lens, the college-on-the-hill is neither moral beacon nor life-of-the-mind sanctuary today (if it ever was). In his academic novel *Home* (2001), Hazard Adams describes an English department where professors who had "pretty much forgotten its long colorful history of dispute with the administration, the legislature, and maybe the world or the real now fought among themselves for power." (p. 122) Showalter's book – insightful, analytical, personal and frequently laugh-out-loud funny – is all about power in the tower.

Showalter discusses institutional dynamics, individual characters and plots that often hinge on sexual politics. She is particularly adept at reading the psychological subtexts of departmental life, especially Oedipal projections on to the chair – the alpha male, who must be served by women and emulated by men. Showalter identifies a homosocial "erotics of rivalry," which bonds men vying for academic power, and an "erotics of teaching," which links professors and students – and lies on the slippery slope of sexual harassment. Like some colleagues, some novelists deplore the waning of "phallic entitlement" and the waxing of "political correctness."

Professors play many parts: men's roles include tweedy intellectual, randy tomcat, academic hotshot and new, feminist-friendly metrosexual. Women's roles include bookworm spinster, harpy faculty wife (almost extinct), seductive student (hunting season officially closed), elegant sleuth, feisty feminist, "just-one-of-the-boys" careerist and murder victim (reserved for tenured professors and chairs). Almost all these academic women fit sociologist Patricia Hill Collins' description of "the outsider within."

*Faculty Towers* ambitiously maps the development of 50 years of American and British novels about campus life, starting with C.P. Snow's *The Masters* (1951), "reverent, idyllic, utopian," and wholly centred on

See FACULTY TOWERS Page A11 ☞

# NEWS ACTUALITÉS

## CAUT Sponsors Work-Related Stress Survey

ANNE is an assistant professor in a tenure-track position at a research-intensive university. She is married with one small child and about to apply for tenure. She is struggling to maintain balance between work and family life and is not really sure about what is expected of her to meet the requirements for tenure.

She has applied to SSHRC for several grants and while all were viewed as worthy of being funded, the grant committee's allocations were exhausted before reaching her place in their rankings. She has produced, on average, one first-authored journal article a year with several published in top-tier journals. She is a dedicated teacher, but she's not sure if this will count in her favour for tenure. She spends several hours each night working on class preparations and writing up her research at the expense of time spent with her partner and child.

She is trying to put together her SSHRC application for an operating grant at the same time as applying for tenure. She is concerned about the reaction she will receive from her external referees and her colleagues. What will they think of her case? She stays awake at night worrying about this and has begun to show several signs of physical illness. Sound familiar?

It is not only junior faculty without tenure and contract academic staff who may be plagued by stress in post-secondary institutions. Stress has become a serious and growing problem of academic work with the deleterious consequences of decreased job satisfaction, reduced morale, ill health and decreased productivity. These issues are aggravated by restructuring, use of short-term contracts, external scrutiny and accountability and major reductions in funding of post-secondary education.

National studies in both Australia and the UK found that academic staff suffered from high levels of stress. The Australian study found that academic staff were stressed to a much greater degree than people in the general population. They related the increase in stress to diminishing resources, increased teaching loads and student/staff ratios, pressure to attract external funds, job insecurity, poor management and a lack of recognition and reward.[1]

The study shows that academic staff were dissatisfied with their jobs in general, and more specifically with university management, hours of work, industrial relations, promotion prospects and money. Work-related psychological strain was highest and job satisfaction the lowest among junior academic ranks – the equivalent of assistant and junior associate professors in North America. Among the findings, psychological strain was best predicted by job insecurity and work demands. By contrast, job satisfaction was best predicted by procedural fairness, trust in heads and senior management and autonomy. Most important, the ongoing stress levels were related to changes in the physical health of the respondents with those expressing the highest levels also reporting the occurrence of physical symptoms of health-related problems.

The UK study concluded "occupational stress in university staff is widespread and lends further support to the growing evidence that universities no longer provide the low-stress working environments they once did."[2] In particular, the study found that academic staff were stressed by coworkers not pulling their weight, lack of control over decisions affecting their jobs, lack of resources, not being informed about job-relevant information, work interfering with home and personal life, insufficient time to do their jobs at the quality level the academics felt necessary and the level of their pay and benefits.

Similar to the Australian findings, respondents were concerned with a lack of trust in senior management and their institutions. They also expressed low levels of commitment to their organization, low levels of job satisfaction and high levels of job insecurity.

James Turk, CAUT's executive director, said the same factors that have led to high levels of occupational stress in Australian and UK universities have also affected Canadian post-secondary institutions over the last decade.

"There is little doubt those findings also apply to Canada," he said. "We lack, however, reliable information on the extent to which academic staff in Canada have experienced occupational stress."

The issue is of critical importance, Turk said, noting CAUT is sponsoring a pan-Canadian study of work-related stress. The researchers expect to determine stress levels in academic staff; the variability in academic stress over academic and demographic variables; the work-related predictors of health outcomes in academic staff; and the work-related predictors of job satisfaction and other outcome variables in the academic population.

In early 2006, a random sample of more than 6,000 Canadian academics will be asked to participate in an online survey that addresses these goals. The study will be conducted by occupational health researchers at Hamilton's McMaster University and Saint Mary's University in Halifax.

"No one will be asked to participate until the research ethics boards at both universities have approved the study," Turk said. "Participants will not be asked to identify themselves. An independent, commercial site will host the survey and only anonymous responses will be returned to researchers."

One limitation of both the Australian and UK studies was a relatively low response rate, Turk points out.

"We encourage academics who are invited to participate in CAUT's study to complete the survey so that we may have a true and unbiased representation of the impact of stress on Canadian academics," he said.

"The information we obtain will not only help us to meet our objectives but also will help us develop policy in the area of occupational health for use in lobbying governments and universities and help us offer our member associations practical suggestions about how to implement contract language and other preventative options that would benefit the health of their members." ■

1. Winefield, A.H., Gillespie, N., Stough, C., Dua J. & Hapuararchchi, J. *Occupational Stress in Australian Universities: A National Survey 2002*. Melbourne: National Tertiary Education Union.

2. Tytherleigh, M.Y., Webb, C., Cooper, C.L., & Ricketts, C. (2005). Occupational stress in UK higher education institutions: a comparative study of all staff categories. *Higher Education Research & Development*, 24, 41-61.

Version française à la page A9.

## Nouvelle convention à l'Université Laurentienne

LE mois dernier, les membres de l'Association des professeurs de l'Université Laurentienne (APUL) ont voté en faveur d'une nouvelle convention collective dotée de dispositions de réduction de la charge d'enseignement et de « rattrapage » des salaires.

Le total de la hausse des salaires de base varie de 20 % jusqu'à 37 % pour la durée de la convention, incluant les augmentations de salaire.

« Il a fallu des mois de négociations intensives, un vote de débrayage à 97 % et l'aide de deux médiateurs pour parvenir à ce stade », a déclaré Jim Ketchen, président de l'APUL, qui a souligné la force et la compétence de l'équipe de négociation de l'association, sous la direction du négociateur en chef Anis Farah, et l'appui incroyable que lui ont manifesté les membres.

M. Ketchen a déclaré que le syndicat a signé une « convention phare » en raison d'un langage contractuel conçu afin d'améliorer la convivialité de l'Université Laurentienne pour les professeurs.

La convention de trois ans offre des congés de maternité et des congés parentaux améliorés, augmente les indemnités de perfectionnement professionnel, procure une protection payée par l'employeur pour les soins dentaires et paramédicaux ainsi qu'une plus grande transparence lors du processus de nomination.

Les négociateurs de l'association des professeurs ont aussi innové en ce qui concerne le personnel académique contractuel en négociant des hausses considérables des honoraires des cours ainsi qu'un nombre limité de postes de chargés de cours permanents.

L'APUL représente plus de 400 professeurs et bibliothécaires de l'Université Laurentienne, de l'Université de Sudbury, de l'Université Huntington et de l'Université College of Thornloe. ■

English on page A4.

## Workplace Bullies

☞ From PAGE A3

blems, or even post-traumatic stress disorder. The issue, if not resolved, may cause social isolation, family problems, and/or financial problems due to absence or discharge from work. Bullying also hinders our institutions by reducing effectiveness and generally creating a miserable academic environment.

Respondents to The Times Higher survey had worked at their jobs an average of seven years and reported bullying as lasting typically from two to five years, suggesting academic staff who completed the survey spent a large proportion of their working lives being bullied. The bullying reported in the survey ranged from being shouted and swom at in front of others to having promotions blocked and isolation from colleagues.

Until recently, Canadian legislation did not specifically address workplace bullying. However, Quebec has introduced legislation to prevent and respond to psychological harassment, including bullying, in the workplace.

In other Canadian jurisdictions, the principles outlined in occupational health and safety legislation state that employers have a general duty to protect employees from risks at work, both physical and mental. British Columbia and Saskatchewan have specific workplace violence regulations, which may include workplace bullying. Alberta has an occupational health and safety code on the prevention of workplace violence and Nova Scotia has guidelines on workplace violence prevention.

Our post-secondary institutions can help prevent workplace bullying by stating their commitment to a healthy work environment in a written policy, with clear guidelines as to what behaviours are unacceptable. Policies and procedures must also be put in place to deal with allegations. The best protection is provided by good language in a collective agreement. Incidents need to be dealt with promptly, consistently and with authority. Support mechanisms must also be provided for the victims of bullying.

If you are being bullied, contact your faculty association. The Canadian Centre for Occupational Health and Safety advises that you document incidents in a journal, keep all correspondence from the perpetrator, and line up witnesses (if any). The CCOHS also advises that you do not attempt to retaliate, as this might make matters worse for you. Ask for an investigation. If you believe your health is at risk, seek medical attention.

We need to develop an institutional culture with values and standards that will not tolerate workplace bullying. ■

## Le harcèlement professionnel

☞ Suite de la PAGE A3

problèmes familiaux ainsi que des difficultés financières découlant de l'absentéisme au travail ou d'un congédiement. Le harcèlement professionnel entrave aussi le bon fonctionnement de nos institutions par le fait même qu'il réduit l'efficacité et crée un milieu de travail désagréable.

Les participants à l'enquête du journal *Times Higher Education Supplement*, qui occupaient leur poste depuis sept ans en moyenne, ont indiqué que l'intimidation s'étendait en général sur une période de deux à cinq ans, ce qui laisse ainsi entendre que ces enseignants ont été victimes de harcèlement durant une grande partie de leur vie professionnelle. L'intimidation dont ils ont été l'objet s'est manifestée sous plusieurs formes : de la violence verbale et des propos injurieux devant d'autres personnes au blocage des possibilités d'avancement et au rejet par les collègues.

Jusqu'à tout récemment, aucune loi canadienne n'abordait précisément le harcèlement professionnel. Le Québec a cependant adopté une loi visant à prévenir et à enrayer le harcèlement psychologique, dont l'intimidation, en milieu de travail.

D'autres provinces canadiennes établissent dans leur législation en matière de santé et de sécurité au travail le principe suivant lequel les employeurs ont l'obligation générale de protéger leur personnel contre les risques physiques et psychiques au travail. La Colombie-Britannique et la Saskatchewan ont édicté des règlements sur la violence en milieu de travail, qui peut inclure le harcèlement professionnel. L'Alberta s'est dotée d'un code de la santé et de la sécurité au travail qui traite de la violence au travail et la Nouvelle-Écosse a établi des lignes de conduite à cet effet.

Nos établissements postsecondaires peuvent aider à prévenir l'intimidation en milieu de travail en énonçant leur engagement à créer un milieu de travail sain dans le cadre d'une politique écrite qui définit clairement les comportements jugés inacceptables. Il est également essentiel de mettre en place des politiques et procédures qui régiront les allégations. La meilleure protection passe par la formulation du libellé précis et concret d'une convention collective. Les incidents doivent être réglés d'autorité, sans délai et de façon cohérente. Il importe également de prévoir des mécanismes de soutien aux victimes de harcèlement professionnel.

Si vous faites l'objet d'intimidation, parlez-en à votre association de personnel académique. Le Centre canadien d'hygiène et de sécurité au travail (CCHST) recommande de tenir un journal des faits ou des incidents, de garder des copies de toutes les lettres, notes ou courriels de l'intimidateur et, s'il y a lieu, de dresser la liste de tous les témoins. Le CCHST recommande également de ne pas tenter d'user de rétorsion car cela ne pourrait qu'aggraver les choses. Demandez que l'on procède à une enquête. Si vous croyez que votre santé est menacée, parlez-en à votre médecin.

Nous devons instaurer une culture institutionnelle assortie de valeurs et de normes qui feront échec au harcèlement professionnel. ■

# NEWS ACTUALITÉS

## UK Academics of Colour Face Pay Discrimination

A STUDY by the UK-based Association of University Teachers, examining the use of discretionary pay in higher education, found that white lecturers are 60 per cent more likely to be awarded performance related pay than their black and ethnic minority colleagues.

The study examined those staff awarded "discretionary points" when they reach the top of their pay scale. It shows that 21 per cent of white lecturers on the main lecturer pay grade have been awarded discretionary points compared to just 13 per cent of their black and ethnic minority colleagues.

"Once again we find evidence of discrimination in higher education," said AUT general secretary Sally Hunt. "It is deeply disturbing that white lecturers are 60 per cent more likely to be awarded discretionary points than their black colleagues."

The study analyzed data on staff and levels of pay provided by the university sector.

"Employers have known about this for a long time," Hunt said. "They must accept responsibility for such failures and take some meaningful action to end pay discrimination in higher education. Sadly, I expect all we will hear will be excuses, explanations and examples of spreading good practice. That is simply not good enough as evidence of pay discrimination is clear and growing.

"It does not take much to introduce fair, transparent and equality-proofed procedures for awarding performance bonuses. All it takes is a willingness on the part of the university employers to move forward."

AUT is calling on the university sector to take concrete action to end pay discrimination, "rather than just talking about doing so," she added. ■

Version française à la page A4.

## L'ACPPU parraine un sondage national sur le stress professionnel

ANNE est professeure adjointe et occupe un poste menant à la permanence dans une université qui mène beaucoup de recherches. Mariée et mère d'un jeune enfant, elle s'efforce de préserver l'équilibre entre son travail et sa vie familiale et ignore au juste ce que l'on exigera d'elle pour lui accorder la permanence.

Elle a demandé plusieurs subventions au Conseil de recherches en sciences humaines (CRSH) et, bien que tous ses projets aient été jugés dignes de financement, le comité de subventions avait épuisé tous ses fonds avant d'arriver à son nom sur la liste. Elle a produit en moyenne un nouvel article par an, dans plusieurs publications de haut calibre. Elle est une professeure consciencieuse, mais ignore si ce fait comptera en sa faveur pour la permanence. Elle consacre plusieurs heures par soir à préparer ses cours et à rédiger ses travaux de recherche aux dépens de sa vie familiale avec son conjoint et son enfant.

Elle tente de préparer sa demande de subvention d'exploitation auprès du CRSH tout en se portant candidate à la permanence. Elle s'inquiète de la réaction des juges externes et de ses collègues. Que penseront-ils de son cas? Ce souci l'empêche de dormir et elle commence à manifester plusieurs signes de maladie. Ça vous rappelle quelque chose?

Le stress dans les établissements postsecondaires ne frappe pas seulement les nouveaux professeurs sans permanence. Il est devenu un problème grave et croissant du monde de l'enseignement avec maintes conséquences nocives : insatisfaction professionnelle, baisse de moral et de productivité et mauvaise santé. Et la restructuration, l'emploi de contrats à court terme, la vérification par des tiers, la responsabilisation et de fortes réductions des fonds consacrés à l'enseignement postsecondaire n'arrangent pas les choses.

Des études nationales menées tant en Australie qu'au Royaume-Uni ont révélé que les professeurs souffrent d'un niveau élevé de stress (en Australie, celui-ci est d'ailleurs beaucoup plus prononcé chez les enseignants que dans la population générale). Ces études expliquent le phénomène par la diminution des ressources, l'augmentation de la charge de travail des professeurs ainsi que du nombre d'étudiants par rapport au personnel, la pression exercée pour attirer des fonds de l'extérieur, l'insécurité d'emploi, une mauvaise gestion et le manque de reconnaissance et de gratification[1].

L'étude montre que le corps enseignant est insatisfait de son travail en général, et plus particulièrement de la gestion dans les universités, des heures de travail, des relations industrielles, des perspectives de promotion et des salaires. La tension psychologique était la plus forte et la satisfaction professionnelle au plus bas chez les nouveaux professeurs, soit l'équivalent des professeurs adjoints et nouveaux professeurs agrégés en Amérique du Nord. On a découvert que ce sont l'insécurité d'emploi et les exigences du travail qui sont les principales sources de tension psychologique. Par contre, les facteurs contribuant à la satisfaction professionnelle étaient surtout un ensemble de procédures équitables, la confiance envers les dirigeants et la haute administration, ainsi que l'autonomie. Le plus important est que le stress constant était lié à la détérioration de la santé des répondants; les plus hauts niveaux s'accompagnaient de symptômes physiques de maladie.

L'étude britannique concluait que le stress professionnel parmi le personnel universitaire est répandu

Voir SONDAGE à la page A10 ☞

## Unions Blast Australian Gov't over Labour Reform Plans

THE Australian government of John Howard has launched what critics say is an all out assault on trade union rights and university independence through a series of proposed new labour law reforms.

The Higher Education Workplace Relations Requirements (HEWRRs), introduced earlier this year, require universities, in order to be eligible for planned funding increases, to offer all new staff individual employment contracts that exist outside of negotiated collective agreements. Next year, universities must extend this offer of individual contracts – called Australian Workplace Agreements (AWAs) – to all existing employees.

In promoting the proposed changes, Australia's minister for education, science and training said labour relations reform is needed so universities can attract and keep top academics.

"The higher education sector is not immune from the global pressures faced by other industries," Brendan Nelson said. "[HEWRRs] are designed to support a workplace relations system in the higher education sector focused on greater freedom, flexibility and individual choice. It will assist universities in becoming more competitive nationally and internationally and enable them to attract, retain and reward the best people."

But the union representing faculty and staff in Australia's tertiary education sector says the real motive isn't about attracting and retaining top academics, but of undermining the collective bargaining process.

"While Minister Nelson claims his workplace reform proposals are all about rewarding high flyers, the detail doesn't bear this out," says Grahame McCulloch, general secretary of the National Tertiary Education Union. "In fact, his key proposal is that AWAs must prevail over the conditions in a collective agreement – the sole legal effect of which is to ensure AWA conditions can undercut those in a collective agreement."

Adds Carolyn Allport, president of the union, "The government hopes that at poorer universities and in cash-strapped discipline areas, new appointments can be made at lower cost. If a significant number of new staff accept AWAs on inferior conditions, this in turn makes more vulnerable those staff who remain on the better conditions in the collective agreements."

The higher education requirements also represent an unprecedented assault on university autonomy, says McCulloch.

"The government is now telling universities what to do in terms of employment of staff, interfering with management processes and the normal running of universities," McCulloch said. "No other Australian employer will have its funding cut if it doesn't kowtow to bullying. Extortion is not a choice."

More recently, the government has stepped up its campaign to reform Australian industrial relations through the introduction in September of the Better Bargaining Bill. The bill, if enacted, would prevent unions from bargaining for similar wages and working conditions with multiple employers in a sector – so-called "pattern bargaining" – that has become the standard in the higher education sector.

"We've made important gains recently through pattern bargaining in the areas of academic workload, maternity and parental leave and indigenous employment," Allport said. "The Better Bargaining Bill is aimed at unions such as ours which conduct coordinated bargaining strategies to maintain and improve industry-level conditions or to protect quality through industry standards."

In addition, the bill would make it possible for any individual directly affected, or likely to be directly affected, by industrial action to apply to the Australian Industrial Relations Commission seeking an order to stop the action. That means any student or parent could conceivably intervene to end a strike at a college or university.

For critics, this represents yet more serious assaults on collective bargaining rights in Australia.

"Collective bargaining is the key means by which workers can protect or improve their pay and conditions and yet the Howard government is taking every step it can to prevent workers from bargaining collectively," says Greg Combet, secretary of the Australian Council of Trade Unions. "At the same time, the government is actively promoting individual contracts – the key means by which employers can reduce the wages and entitlements of employees." ■

## Report Recommends National, Coordinated Research Strategy

CANADA invests hundreds of millions of dollars each year in research at its higher education institutions. But despite a growing public policy emphasis on research in Canada, scant attention has been paid to the development of a coordinated approach for its dissemination.

This disconnect was the impetus for a three-year study initiated and partially funded by the Canadian Association of Research Libraries and the Social Sciences and Humanities Research Council. The study's findings, Towards an Integrated Knowledge Ecosystem: A Canadian Research Strategy, describe the current state of scholarly communication in Canada, the drivers transforming it, and propose a Canadian strategy to facilitate the adaptation of the scholarly communication system.

Not surprisingly, the study shows that technology was the most influential factor impacting the dissemination of research.

New technologies are radically changing the modes of research communication, speeding up the research process and facilitating new types of research; but other interconnected factors, such as public policy, the commercialization of research, changing research patterns and the economics of scholarly publishing, are also contributing to the transformation of knowledge dissemination.

This rapidly transforming environment presents a whole host of issues for those involved in the dissemination of research, including publishers, librarians and the academic research community, and is challenging the very nature of traditional activities and strategies for managing research output, such as long-term preservation.

While this was relatively easily fulfilled in the print world, it presents a number of complex issues in the new digital environment. Both hardware and software face rapid obsolescence and much primary information that is now "born digital" is likely to be made inaccessible by technological advances.

The Canadian academic journal scene is another area that could benefit from a national strategy. Many Canadian journals have not yet converted to electronic formats, and the ones that have are reporting varying degrees of success.

The growing public policy emphasis on research as an economic commodity is again another area where a national perspective is needed. In many cases, commercialization of research results means bypassing the publication process and transferring the ownership for intellectual property from the individual researcher to private industry. This shift from knowledge as a public good to its commodification is changing the nature of how knowledge is generated, distributed and used, and may ultimately contribute to a shrinking of the "information commons."

Evidence is growing that domestic stakeholders of scholarly resources face key challenges in this new environment. In a knowledge society, where the dissemination of research is as important as its generation, it is critical that Canada respond quickly to this transformation of knowledge dissemination.

The report recommends the development of "a coherent national policy of knowledge preservation and dissemination" in order to "create greater cohesion, accessibility, security and access to research findings."

Without such a strategy, Canada is in danger of falling behind other countries in research production and its efficient dissemination. ■

Kathleen Shearer and William Birdsall, two of the study's authors and research associates with the Canadian Association of Research Libraries, contibuted to this article. The report is available at www.kdstudy.ca.

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# ACTUALITÉS

## Un sondage national sur le stress professionnel

☞ Suite de la PAGE A9

et atteste encore plus que les universités ne fournissent plus un milieu de travail assez détendu comme par le passé[2]. L'étude a notamment découvert plusieurs sources de tension chez les professeurs : les collègues qui ne font pas leur part de travail, l'absence de participation aux décisions touchant leur emploi, le manque de ressources et d'information sur leur emploi, l'interférence entre la vie professionnelle et la vie familiale et personnelle, le manque de temps pour faire leur travail au niveau de qualité jugé nécessaire par le milieu universitaire, ainsi que l'insuffisance de leur rémunération et de leurs avantages sociaux.

Tout comme en Australie, les répondants manquaient de confiance envers la haute administration et leurs établissements respectifs. Ils exprimaient aussi un faible niveau de fidélité envers leur organisation, peu de satisfaction professionnelle et une grande insécurité d'emploi.

James Turk, directeur général de l'ACPPU, a dit que les mêmes facteurs à l'origine du haut niveau de stress professionnel dans les universités australiennes et britanniques affectent aussi les établissements postsecondaires canadiens depuis la dernière décennie.

« On ne peut guère douter que ces conclusions s'appliquent aussi au Canada », dit-il. « Nous manquons toutefois de données fiables indiquant dans quelle mesure le personnel éprouve lui aussi un tel stress. »

Il ajoute que le problème est d'une importance critique et que l'ACPPU parraine une étude pancanadienne sur le stress professionnel. Les chercheurs s'attendent à évaluer celui-ci chez les professeurs, sa fluctuation par rapport aux variables universitaires et démographiques, les prédicteurs professionnels de mauvaise santé parmi les professeurs et de satisfaction professionnelle, ainsi que d'autres variables au sein du corps enseignant.

Au début de 2006, un échantillon aléatoire de plus de 6 000 professeurs canadiens sera invité à participer à un sondage en ligne au sujet de ces objectifs. L'étude sera menée par des chercheurs en santé professionnelle à la McMaster University de Hamilton et à la Saint Mary's University à Halifax.

« Personne ne sera invité à participer tant que les conseils sur l'éthique en matière de recherche n'auront pas approuvé l'étude », dit M. Turk. « Les participants n'auront pas à s'identifier. Un site commercial indépendant hébergera le sondage et seules des réponses anonymes seront transmises aux chercheurs. »

Il souligne que les deux études, australienne et britannique, présentent une limitation, soit un taux de réponse relativement faible.

« Nous encourageons les professeurs universitaires invités à participer à l'étude de l'ACPPU à remplir le questionnaire, afin que nous puissions bénéficier d'une représentation véritable et objective des effets du stress sur les professeurs canadiens », dit-il.

« L'information recueillie nous aidera non seulement à atteindre nos objectifs, mais aussi à mettre au point une politique en matière de santé professionnelle qui servirait à faire du démarchage auprès des gouvernements et universités et nous aiderait à offrir à nos associations membres des suggestions pratiques sur l'application du libellé des conventions et d'autres options de prévention avantageuses pour la santé de leurs membres. » ■

1. Winefield, A.H., Gillespie, N., Stough, C., Dua, J. et Hapuararchchi, J., *Occupational Stress in Australian Universities: A National Survey 2002*. Melbourne: National Tertiary Education Union.

2. Tytherleigh, M.Y., Webb, C., Cooper, C.L., et Ricketts, C. (2005). Occupational stress in UK higher education institutions: a comparative study of all staff categories. *Higher Education Research & Development*, 24, 41–61.

English on page A8.

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# NEWS

## Faculty Towers

☞ From PAGE A7

men, Kingsley Amis's *Lucky Jim* is identified as the funniest academic satire of the 20th century, Mary McCarthy's *The Groves of Academe* (1952) introduces the first female professors, while Alison Lurie's novels (e.g., *The War between the Tates*, 1974) offer the perspective of the educated and frustrated faculty wife.

The genre gains popularity with Carolyn Heilbrun's mystery novels, with their spunky, detective-professor heroine on faculty at a prestigious university in New York City. Heilbrun, a professor at Columbia who writes as Amanda Cross, was persuaded that a woman can never become "a full-fledged member of the brotherhood of professors." (p. 73) Heilbrun's *Death in a Tenured Position* (1981) features both sleuth Kate Fansler and Janet Mandelbaum, the (fictitious) first tenured woman in the Harvard English department, who feels that "women, at least around here, live in a never-never land, not certain where they belong." (p. 72)

Current events and glass-ceiling statistics support Heilbrun's theory. But in Showalter's judgement, Kate Fansler is no feminist. "Overall, feminism took a long time to seep into the academic novel," she claims. (p. 4) *Faculty Towers* does not examine Canadian literature, where Marian Engel's *No Clouds of Glory* (1968) opened, by contrast, a feminist floodgate with antiheroine Sarah Bastard, a "lady PhD" and up-the-establishment iconoclast.

One of the pleasures and dangers of reading campus fiction is to see each novel as a *roman à clef*, with real-life models. In John Aldridge's 1960 novel, *The Party at Cranton*, for example, the main character is the editor of a prestigious literary journal who acts like the "godhead, or at the very least, head god." (p. 36) The insufferable Arthur Buchanan bears some resemblance to a real person. Much campus fiction contrasts "the rationality these men aspire to by vocation and the all-too-human passions and pettinesses they lapse into." (p. 23)

The reflection in the looking glass of campus fiction is not flattering. Richard Russo's *Straight Man* (1998) traces changes through two generations of English professors — father and son. The latter presides over a petty, divided department. He asks the chair of foreign languages how his department is doing and gets the reply, "Silly, small, mean-spirited, lame … Same as English." (p. 97)

Languages and literatures were once the core of Plato's academy, but now are repeatedly depicted as having lost their sense of purpose and their relevance. This, despite — or because of — the massive social, political and economic changes occasioned by the human rights movements for groups including Jews, Blacks, women, Aboriginals, people with disabilities, gays and lesbians. More nuanced analysis is needed here — a surprising criticism for a study written by a woman who changed the course of English studies with her early feminist book *A Literature of Their Own: British Women Novelists from Bronte to Lessing* (1977). But one has to ask: Whose stories? Whose tower? Who's power rising? Whose "paradise" lost?

The death of the humanities happened not only because of the "commercialization" agenda that favours lucratively patentable science and technology research. Late 20th century humanities scholarship, obsessed with literary theory, became an end in itself and not a means to an end. The sacred grove in general today, claims Showalter, suffers from an infestation of scholarly obscurantism and celebrity cultism, which campus fiction and its criticism expose.

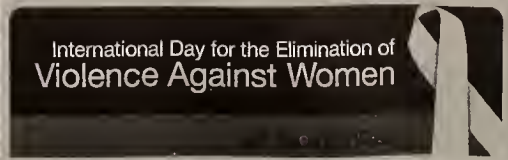
Examples abound. Joyce Carol Oates's short story "Angst" in *The Hungry Ghosts* (1974) shows, in the author's words, "how ambition, lust for fame and prestige, and egotism, can ruin the lives of presumably intelligent people." (p. 55) *Changing Places* (1975) by David Lodge, campus novelist *par excellence*, introduces the high-voltage Morris Zapp from the State University of Euphoria, "an academic who approaches the university as if it were a corporation, aims for financial and sexual success, loves power and is not despised or punished for being crass, sexist, competitive, hedonistic and horny." (p. 63)

Lev Raphael's *The Death of a Constant Lover* (1999) depicts a whole university that is similarly distorted by corporatism: "it currently housed close to 50,000 students, or 'customers,' as our idiotic new president liked to say and I suppose we were lucky he hadn't instituted drive-through classes yet." (p. 97)

Showalter sums up: "Vocation has become employment; critics have become superstars; scholars have become technicians." (p. 98) Academic hotshots may get rich, but the underclass remains poor. In *The Lecturer's Tale* (2001), James Hyne offers a haunting image of vulnerable, contract academic staff, "the steerage of the English Department, the first to drown if the budget sprang a leak." (p. 109) Recent campus fiction shifts from satire, through muted elegy, to tragedy.

Too few of us, including humanists and social scientists, have a good understanding of university history or an analysis of academic culture. Showalter's *Faculty Towers* has lighted the way for further, more comprehensive, more interdisciplinary studies. She may be right that "achieved nothing" is every scholar's most feared epitaph. If so, Showalter is surely free from anxiety, for she has already achieved a place of distinction, several times over, in the pantheon of great and original literary critics. ■

Wendy Robbins, chair of CAUT's Women's Committee, is a professor of English at the University of New Brunswick, Fredericton. With an interdisciplinary research team, she is writing a book, thrice rejected for SSHRC funding, about women professors in Canadian literature and society.





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– Richard Hofstadter

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# CAREERS
# CARRIÈRES

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## A

■ **ACCOUNTING — University of Waterloo.** Applications are being accepted for three tenure-track positions at the Assistant Professor, Associate Professor or Full Professor level in Accounting or closely related disciplines beginning after December 31, 2005. The successful candidate will have a PhD in Accounting (completed or near completion) and an active, ongoing research program. Duties include research and teaching at undergraduate and graduate levels. Salary range commensurate with qualifications and experience. The closing date for applications is November 30, 2006. Send curriculum vitae to: Professor A.K. Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Candidates who are likely to be selected for an interview will subsequently be asked to arrange for three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **ANTHROPOLOGY — Wilfrid Laurier University (Brantford Campus).** Laurier Brantford will be hiring one new faculty member in forensic or physical anthropology on limited term appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on this position.

■ **APPLIED LINGUISTICS — Brock University.** The Department of Applied Linguistics, Brock University, offers undergraduate majors in Applied Linguistics/TESL, in Speech and Language Sciences, and in Hearing Sciences; and a graduate program in Applied Linguistics/TESL. Applications are invited for a probationary tenure track appointment, subject to final budgetary approval, to begin on July 1, 2006 or at a mutually agreed time afterwards. We seek applicants with demonstrated research and teaching expertise. The successful candidate will teach courses in linguistics that are the common foundation for all Department majors. Applicants with a strong research background in speech or voice science, motor speech disorders, dysphagia, fluency, or augmentative and alternative communication are particularly encouraged to apply. Candidates must hold a PhD in Speech-Language Pathology or a closely related field and be eligible for registration with CASLPO; post-doctoral research experience is an asset. The successful candidate will be expected to sustain an active program of research/scholarship, to work toward attracting external research funding, to participate in the academic and administrative activities of the Department, and to teach at the undergraduate level; these may also be future opportunities for teaching at the graduate level. The appointment will be made at the rank of Assistant or Associate Professor, conditional on qualifications and experience. Review of applications will commence on November 14, 2005, and will continue until the position is filled. Interested applicants should send a cover letter (indicating clearly to which position they are applying), current curriculum vitae, and complete and up-to-date names, addresses and other contact details of three referees to Dr. Thomas S. C. Farrell, Search Committee Chair, Department of Applied Linguistics, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Please arrange for the three letters of recommendation to be sent directly to Dr. Farrell, without awaiting solicitation; to assure that letters are as specific as possible, candidates are advised to apprise referees of the nature of the Department and of the advertised position.

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■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2006. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our web-page at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the field of computational mathematics, to begin on or after July 1, 2006. The position is at the Assistant Professor level, and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). The primary area of interest is numerical methods for PDEs, for example, stochastic PDEs, multiscale PDE modeling, and numerical linear algebra methods. Involvement in an area of application that overlaps with current activity in the department will be an advantage. Candidates should show evidence of outstanding potential in research and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level and for the supervision of graduate students. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. It is expected that the successful applicant will play an active role in the new faculty-wide program in Computational Mathematics. Further information may be obtained at www.math.uwaterloo.ca/AM_Dept and www.math.uwaterloo.ca/ComputationalMathematics. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peo-


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Simon Fraser University is committed to employment equity, welcoming diversity in the workplace and encouraging applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and Permanent residents will be given priority.

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# CAREERS CARRIÈRES

ples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **ART HISTORY — Concordia University.** The Department of Art History of Concordia University invites applications for a tenure-track position for an art historian specializing in contemporary art to be filled by 1 June, 2006. Candidates must hold a completed PhD, have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of MA students who are undertaking theses in North American art and architecture (including Mexico and the Caribbean). They should be able to function in the bilingual environment of our doctoral program, offered in collaboration with three other Quebec universities, by being able to read and communicate in both English and French. Committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art and architectural history and theory, we are seeking an art historian who shares this orientation and who also appreciates the possibilities opened up by the fact that the Department is situated within the largest Faculty of Fine Arts in Canada and is located two blocks from the Canadian Centre for Architecture. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr. Loren Lerner, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8, by January 30, 2006. You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture in the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

## B

■ **BIOLOGY — The University of Western Ontario.** The Department of Biology at The University of Western Ontario invites applications for the following positions effective July 1, 2006. Successful candidates will hold a PhD or equivalent and have a proven research record, including publications of high quality. Postdoctoral experience or equivalent will be an asset. The successful applicants will be expected to develop an innovative program of independent, externally funded research and to teach at both the undergraduate and graduate levels. In particular, we are looking for individuals who are able to work well with others. Invertebrate Zoology: This probationary (tenure track) position will be at the Assistant Professor level. The successful candidate will have research and teaching interests in and experience with invertebrates with special emphasis on evolution, comparative biomechanics and functional morphology. Experience with manne invertebrates will be an esset. This enthusiastic individual would also contribute to the undergraduate Honours Program in related fields. Genetics: This probationary (tenure track) position will be at the Assistant Professor level. The successful candidate will have research interests that encompass the areas of molecular biology, genetics, evolutionary genetics, and/or genomics. The applicant should have a broad background and training in modern genetic and molecular techniques in order to contribute to the broad range of undergraduafe courses offered by this department. The successful candidate will be a member of the Molecular Genetics Unit within the Department of Biology and have access to a joint core facility and a dynamic research community in London. In particular, we are looking for an enthusiastic individual who is well versed m genetic and molecular principles, and contribute to the undergraduate Honours Program in Genetics and related fields. Applications, including a curriculum vitae, names and addresses of three referees whom we may contact, copies of recent significant papers and a one page summary of proposed research should be forwarded to: Dr. Brock Fenton, Chair, Department of Biology, The University of Western Ontano, London, Ontario, N6A 5B7, Canada. We will not accept electronic applications. The deadline for applications is December 15, 2005. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadian Citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, Including visible minorities, aboriginal people and persons with disabilities.

■ **BIOMEDICAL/BIOENGINEERING — University of British Columbia.** The Department of Electrical and Computer Engineering at the University of British Columbia invites applications for tenure track positions. Positions are offered primarily at the Assistant Professor level, but exceptional candidates will be considered at all ranks. The main area of interest is Biomedical/Bioengineering (including nanoscale engineering of biological systems; bio-electronics; bio-information processing, instrumentation; diagnostics; devices and sensors; molecular, cell and tissue engineering). Applicants must demonstrate excellent research potential and teaching ability. The successful applicants will preferably have relevant industrial experience and be active in enhancing educational and research links within the technical community. All faculty members are expected to teach at both undergraduate and graduate levels, and to supervise graduate students. A PhD or equivalent in an appropriate area is required and eligibility for registration as a Professional Engineer in the Province of British Columbia is preferred. Appointments normally start July 1, 2006; however the starting date is flexible. Salary will be commensursta with experience. The Department offers a full range of undergraduate and graduate degree programs in Electrical Engineering and Computer Engineenng. A number of new initiatives — from new Professorships and Chairs with significant support from local companies to new project-based undergraduate teaching — have created an exciting work environment. A new Institute for Computing, Information and Cognitive Systems, partly funded by the Canada Foundation for Innovation (CFI) will provide state-of-the-art laboratories for interdisciplinary research in a number of areas. Significant start-up funding to new faculty could be offered through CFI, the Canada Research Chairs Program and other sources. The department currently has approximately 50 faculty members and 375 graduate students; it is undergoing a major expansion which will allow critical masses of researchers in selected areas to develop. Additional information about the Department is available at http://www.ece.ubc.ca/. Applications will be considered on a continual basis until the positions are filled. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send hard copies of their resumés, statements of research and teaching interests, and the names of at least three references to: Chair, Recruiting Committee, Department of Electrical and Computer Engineering, Kaiser Building, Room 5500, University of British Columbia, 2332 Main Mall, Vancouver, BC, V6T 1Z4.

■ **BUSINESS — Carleton University.** Subject to budgetary approval, the Eric Sprott School of Business invites applications for a full-time, tenure-track Assistant Professor position in Marketing starting July 1, 2006. The candidate should possess a PhD or equivalent degree in Marketing and have a strong record of research productivity. Applicants from all areas of Marketing will be considered. The Eric Sprott School of Business, part of the Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Masters in Business Administration, and PhD in Management degrees. The successful candidate will help deliver graduate and undergraduate programs, supervise graduate students and maintain an active research program. Salary is competitive and commensurate with qualifications. The closing date for applications is February 15, 2006 or until the position is filled. All qualified candidates are encouraged to apply. The application of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to Dr. David Cray, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600, ext 6078; Fax: (613) 520-2532; E-mail: director@sprott.carleton.ca; URL: http://www.sprott.carleton.ca.

■ **BUSINESS — University of New Brunswick (Saint John Campus).** The Faculty of Business at the University of New Brunswick Saint John invites applications for tenure track positions for the 2006/2007 academic year in the following areas: Management: Strategy, Management: Entrepreneurship, eBusiness: Technology and Innovation Management. The Faculty of Business has an outstanding reputation for its innovation, global perspective, and leading efforts in E-Business and E-Commerce. First in Canada with an E-Commerce degree at the undergraduate and MBA levels, the Faculty was recently recognized as #1 in E-Business by Canadian Business Magazine's Ranking of Canadian MBA programs. The Faculty also hosts one of the first Electronic Commerce Research Centres (ECC) in North America, which is co-located with the National Research Council of Canada's IIT e-Health research arm. Applicants should have PhD in hand. Applicants who are ABD but close to completion will also be considered. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV/resume, evidence of teaching proficiency and the contact details of three referees to: The Dean, Faculty of Business, University of New Brunswick, Saint John, PO Box 5050, Saint John, NB, Canada, E2L 4L5 or e-mail to: mcelman@unbsj.ca. Appointments are expected to commence July 1, 2006. Review of applications will commence immediately, however applications will be accepted until December 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **BUSINESS — Brescia University College.** Brescia University College invites applications for a tenure-track appointment at the assistant professor level to begin July 1, 2006, to teach in Brescia's Business or Administrative and Commercial Studies (ACS) programme. The successful candidate will demonstrate a strong commitment to teaching at the undergraduate level. Preference will be given to candidates with expertise in one or more of the following areas: leadership, entrepreneurship, marketing, communications, and women in business. In addition to offering core courses in the program, the successful candidate will have the opportunity to develop unique streams within ACS. Preference to applicants with an MBA or graduate degree with relevant professional designation. Related work experience will be an asset. Brescia University College is a Catholic university college for women affiliated with The University of Western Ontario at London, Ontario. Faculty appointed to Brescia have full access to the academic and library resources of Western. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Candidates with foreign educational credentials must document Canadian equivalency. Brescia University College is committed to the principles of employment equity. This position is subject to budgetary approval. Applicants should submit a letter of application, a curriculum vitae, and three letters of reference to Dr. Lorna Bowman, Academic Dean, Brescia University College, 1285 Western Road, London, Ontario, N6G 1H2. The deadline for receipt of applications December 15, 2005 or until the position is filled.

■ **BUSINESS STRATEGY — University of Windsor.** The Odette School of Business at the University of Windsor invites applications for a tenure-track position in Business Strategy at the rank of Assistant Professor commencing July 1, 2006. The advertisement deadline date is November 18, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 3091; Fax: 519-973-7073; E-mail: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Enan Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca


University of Ontario
INSTITUTE OF TECHNOLOGY

**Faculty of Business and Information Technology**

Ontano's newest university opened in September 2003 with a 21st century vision of teaching and learning excellence. We invite you to consider joining the University of Ontano Institute of Technology (UOIT) as we build our reputation for educational innovation and outstanding research. Our educational philosophy is student-centered, innovative and responsive, while respecting the best practice traditions of Canada's established universities.

The Faculty of Business and Information Technology at the University of Ontano Institute of Technology invites applications for faculty positions in all ranks of Assistant, Associate, and Full professors commencing July 1, 2006. The successful candidate should hold a Ph.D. (or ABD likely to complete by July 2006), with evidence of a proven research record, or strong indication of research potential. Duties will include teaching of undergraduate and graduate courses, and undertaking an active research program. The Faculty offers honours undergraduate degrees in Commerce and Information Technology (with specialization in game development and entrepreneurship, networking and IT security). We also offer the Master of IT Security degree, the firsl of its kind in Canada.

**Faculty positions in Marketing (UOIT05-59)**
Preference will be given to individuals with expertise in one or more of the following areas: Marketing Strategy, Marketing Communications, Internet Marketing, Sales and Retailing, Hi-Tech Marketing, Product/Brand Management.

**Faculty positions in Accounting or Finance (UOIT05-61)**
Preference will be given to individuals with expertise in one or more of the areas in accounting or finance.

**Faculty positions in Entrepreneurship and Business Strategy (UOIT05-63)**
Preference will be given to individuals with expertise in one or more of the following areas: entrepreneurship, entrepreneunal finance, and strategic management.

**Faculty positions in Gaming or IT Security (UOIT05-60)**
Preference will be given to individuals with expertise in one or more of the following areas: computer gaming, computer networking, and IT security.

UOIT is located in the Greater-Toronto Area in the city of Oshawa, which was recently ranked as the number one suburb of Toronto in terms of economic growth and opportunities. Located 40 minutes east of Toronto, Oshawa and other nearby suburbs offer one of the most reasonable costs of living and quality of life conditions in North America.

Applicants should submit in electronic a covenng letter indicating an interesl in the position, a curriculum vitae including a list of publications, a statement of teaching interests, an outline of current research program, and a brief future research plan, and names of three referees to careers@uoit.ca with the corresponding position number indicaled. The positions are subject to budgetary approval and applications for these positions will be accepted until Nov 25, 2005 or until suitable candidates are found. More information on the positions can be found at www.uoil.ca. The University of Ontano Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorilies, Aboriginal peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens end permanent residents will be given priority.



Brock
Faculty of Humanities
*Engaging ideas, inspiring imagination*

The Faculty of Humanities at Brock University, comprises more than 2,500 students enrolled in undergraduate, graduate and concurrent programs. Our 102 current full-time faculty are housed in 14 Departments and Centres.

Located at the centre of the Niagara Region, Brock University offers strong undergraduate, graduate, professional and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000.

The Niagara region, home to Brock University, offers a beautiful environment and unique lifestyle which includes diverse recreational activities, affordable housing, excellent schools, world-class wineries and restaurants, and close proximity to the Great Lakes, the American border, and the large urban centre of Toronto.

As of July 1, 2006, Brock University is moving to a base teaching load of 2 full courses for faculty members in all disciplines. In response to this the Faculty of Humanities announces the following openings:

- Applied Linguistics - Linguistics
- Applied Linguistics - Linguistics/TESL
- Applied Linguistics - Speech, Language, Hearing Sciences
- Classics - Classical Languages and Literatures
- Classics - Greek Art and Archaeology
- Classics - Roman History
- Dramatic Arts - Acting and Voice
- Dramatic Arts - Theatre History
- History - Atlantic World
- History - East Asia
- History - European
- History - Middle Eastern/North African
- History - Science and Technology
- Modern Languages, Literatures & Cultures - French/Comparative Literature
- Modern Languages, Literatures & Cultures - French Studies
- Modern Languages, Literatures & Cultures - Spanish
- Music - Music Theory
- Philosophy - Ancient Greek Philosophy
- Philosophy - Contemporary Continental
- Visual Arts

The details for each position can be found in the individual advertisements in this edition of this publication and by visiting our website ar
www.brocku.ca/hr/careers/faculty.html or
www.brocku.ca/humanities/

Brock www.brocku.ca/hr/careers/faculty

BROCK UNIVERSITY ST. CATHARINES ONTARIO CANADA



Saint Mary's University
Halifax, Nova Scotia, Canada

SOBEY SCHOOL OF BUSINESS
SAINT MARY'S UNIVERSITY

**CIBC Professorship in Entrepreneurship & Venture Development**

The Sobey School of Business invites applications for the CIBC Professorship in Entrepreneurship and Venture Development. Established with funding from CIBC, this tenure-track position is intended for an outstanding scholar in early to mid-career.

Applicants should have completed e Ph.D. in a relevant discipline and have established a distinguished record of teaching and research in the areas of Entrepreneurship and Venture Development. The successful candidate would be expected to maintain an active program of research in these areas, to teach in our AACSB accredited undergraduate, MBA and Ph.D. programs, and to engage in community outreach activities.

With 70 full time faculty and an enrollment of approximately 2,500 full and part-time students enrolled in B.Comm., MBA, EMBA, and Ph.D. programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlentic Canada and internationally.

Although candidates of ell nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications will be accepted until position is filled. Applicents should submit e lettar of application, curriculum vitae, and the names of three references to:

**Dr. Judy Haivan, Chair**
**Department of Management, Saint Mary's University**
**923 Robie Street, Halifax, NS, B3H 3C3**
Fax (902) 420-5119

CIBC

www.smu.ca

# CAREERS CARRIÈRES

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

All positions are subject to final budgetary approval. Salaries will be commensurate with qualifications and experience. York University has a competitive benefits program. Full position details can be viewed at **www.yorku.ca/acadjobs**. The start date for all positions is July 1, 2006.

Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

# York University

## FULL-TIME TENURE-TRACK POSITIONS

## Faculty of Arts

The Faculty of Arts is the largest arts faculty in Canada, offering a comprehensive range of undergraduate disciplinary and interdisciplinary programs of study, and is the major contributor to York's arts-related graduate programs. The guiding principles of the Faculty's mission are academic excellence, innovation and social responsiveness. Further information about the Faculty can be found at www.arts.yorku.ca

### SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

#### Epidemiology of Physical Activity and Fitness

#### *Sport/Exercise Psychology*

#### Sociocultural Aspects of Physical Activity and Health

#### Athletic Therapy

Applications are invited for three tenure-track positions at the Assistant Professor level in any of the above-mentioned areas. In the area of **Epidemiology of Physical Activity and Fitness,** applicants should have expertise in the epidemiology of physical activity and fitness in relation to, but not limited to, areas such as: paediatrics, geriatrics, chronic diseases, obesity and physical activity quantification. In the area of **Sport/Exercise Psychology,** applicants should have expertise in the relationship of sport and exercise to health. In the area of **Sociocultural Aspects of Physical Activity and Health,** applicants should have an ability to address the field of sport, physical activity and health from one of the following disciplines: history, sociology, cultural studies and/or philosophy. In the area of **Athletic Therapy,** applicants must be certified as an Athletic Therapist or Athletic Trainer. Expertise and a research program in areas such as, but not limited to, biomechanical, neural, cardiovascular and musculoskeletal disorders, is desirable. Duties include undergraduate and graduate teaching, and supervision of graduate students and related research programs. The MA, M.Sc. and PhD programs cover health-related aspects of exercise physiology, psychology, biomechanics and fitness/epidemiology. A PhD and a promising publication record in refereed journals are required, as is the ability to develop a productive research program supported by external funding. Post-doctoral experience would be a definite asset. Further information about the School can be obtained at www.kinesiology.yorku.ca and www.yorku.ca/kahs

The deadline for receipt of completed applications is December 16, 2005. Applicants should submit a curriculum vitae, a covering letter stating future research goals, and three relevant reprints, and arrange to have three signed letters of reference sent directly to: Dr. Roger Kelton, Chair, School of Kinesiology and Health Science. E-mail: rkelton@yorku.ca

### DEPARTMENT OF LANGUAGES, LITERATURES AND LINGUISTICS

#### Linguistics

Applications are invited for a tenure-track position at the Assistant Professor level in Linguistics. A PhD, a strong research record, publications and demonstrated teaching ability are required. The primary area of specialization is phonetic variation, with a concentration in sociolinguistics and/or second language acquisition. The successful candidate should have experience in instrumental phonetic analysis and laboratory phonology. In addition to teaching in our MA program in Theoretical and Applied Linguistics and supervising graduate student research, the successful applicant will take an active role in developing and implementing our new PhD program in Linguistics.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a letter of application listing the name, position, e-mail address and telephone numbers of three referees, with an up-to-date curriculum vitae, a representative selection of published work and copies of peer and student teaching evaluations, and arrange to have three signed letters of recommendation sent directly to: Peter Avery, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross Building. E-mail inquiries should be sent to Susan Ehrlich at: sehrlich@yorku.ca
*Note:* E-mail applications will not be accepted.

### DEPARTMENT OF PHILOSOPHY

#### *Cognitive Science*

Applications are invited for a tenure-track position at the Assistant Professor level. Area of specialization: Cognitive Science. Areas of competence are open to any subfield of philosophy. The successful candidate will have a PhD in philosophy or in cognitive science, or a related discipline, and demonstrated excellence, or potential for excellence, in teaching and research. Candidates must demonstrate their commitment to interdisciplinary research. We are particularly interested in work that overlaps with any of the following areas: anthropology, biology, computer science, linguistics, psychology. Experience with an interdisciplinary program will be considered an asset.

Applicants should submit a curriculum vitae, a writing sample, a teaching portfolio, and three signed academic letters of reference to: Professor Judy Pelham, Cognitive Science Hiring Committee, Department of Philosophy. Faxed applications will NOT be accepted. While the final deadline for receipt of completed applications is January 5, 2006, we will be interviewing at the Eastern APA in N.Y., and if you wish to be considered for an interview at the APA, you must submit your application by December 2, 2005.

### DEPARTMENT OF POLITICAL SCIENCE

#### Middle East Politics

Applications are invited for a tenure-track position at the Assistant Professor level in Middle East Politics. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in this area. Knowledge of one or more area languages, especially Arabic, would be an asset. Candidates are expected to demonstrate excellence, or promise of excellence, in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science.

The deadline for receipt of completed applications is December 12, 2005. Applicants should submit a letter of application, with a curriculum vitae and teaching dossier, and arrange to have three signed confidential letters of reference sent directly to: Professor David McNally, Chair, Department of Political Science, Faculty of Arts, 5669 Ross Building. Tel: 416.736.2100, x20266. Fax: 416.736.5686.

### DIVISION OF SOCIAL SCIENCE

The Division is a department within the Faculty of Arts, mandated to provide interdisciplinary general-education and specialized programs to undergraduate students. The specialized undergraduate program in Social and Political Thought (SPT), which is concerned with the interdisciplinary study of human community, offers students an opportunity to explore the ways in which ideas are embodied and contested in social and political life. The graduate program in SPT, one of the oldest and most established interdisciplinary PhD programs of its kind in North America, undertakes to encourage, develop and advance the analysis of social and political ideas with the aim of integrating intellectual interests common to the humanities and the social sciences. It is structured around three areas: the history of social and political thought; society and economy; and society and consciousness. Information on the undergraduate program is available at www.arts.yorku.ca/sosc/program_index.html; graduate program information can be found at www.yorku.ca/spt/

#### Social and Political Thought

Applications are invited for a tenure-track position at the Assistant Professor level in Social and Political Thought. The successful candidate will teach in both the undergraduate and graduate programs, and will be expected to contribute to their development. The successful candidate will hold a PhD (or equivalent) at the time of appointment in one of the traditional fields associated with social and political thought or an interdisciplinary field aligned with social and political thought. S/he will demonstrate excellence, or promise of excellence, in teaching, research and publication. Applicants should have a background in one or more of the following areas of study: the foundations of social and political thought; contemporary social and political theory; and/or political economy. While the area of specialization is open, in light of the needs of the Graduate Program in Social and Political Thought, candidates whose work engages in critiques of Western traditions in social and political thought from diverse perspectives are especially encouraged to apply.

The deadline for receipt of completed applications is January 3, 2006. Applicants should submit a curriculum vitae, a sample of their published work (which may include a dissertation chapter), and a letter of application delineating their research and teaching interests, as well as teaching evaluations if they wish, and arrange to have three signed confidential letters of reference sent directly to: Dr. Darryl Reed, Chair, Division of Social Science, 5756A Ross Building. Tel: 416.736.2100, x77812. Fax: 416.736.5574. E-mail: dreed@yorku.ca

### DEPARTMENT OF SOCIOLOGY

#### Political Sociology

Applications are invited for a tenure-track position at the Assistant Professor level in Political Sociology. A detailed position description is available at www.yorku.ca/acadjobs

## Atkinson Faculty of Liberal and Professional Studies

The Atkinson Faculty of Liberal and Professional Studies offers 29 diverse programs in eight academic Schools: the School of Administrative Studies, the School of Analytic Studies and Information Technology, the School of Arts and Letters, the School of Health Policy and Management, the School of Nursing, the Department of Psychology, the School of Social Sciences, and the School of Social Work. The Faculty specializes in professionally relevant liberal studies programs that provide students with a broad, research-focused liberal studies background, and the substantive knowledge and skills necessary to succeed in a variety of professional careers. Our faculty members are internationally renowned educators and researchers with expertise in a variety of disciplinary and interdisciplinary fields.

# CAREERS CARRIÈRES

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. Atkinson offers flexible scheduling and teaching formats, with courses offered on campus in the day and evening, as well as delivered by Internet and correspondence. Atkinson Faculty is committed to expanding its experiential education activities to give students hands-on, problem-based learning opportunities that help bridge academic studies and career development. In 2006-2007, and continuing over the next few years, the Faculty is particularly interested in expanding its existing graduate programs, and developing new programs at both the master's and PhD levels. When you join Atkinson, you will become a member of a vibrant Faculty that is committed to teaching excellence and outstanding research.

## SCHOOL OF ARTS AND LETTERS

The School of Arts and Letters offers a broad range of liberal arts programs and courses aimed at developing critical and analytical skills. In addition to well-established disciplinary programs in areas such as English and History, the School offers interdisciplinary programs in Culture and Expression, Humanities, Religious Studies, Women's Studies, and Writing Programs. For more information on the School and its programs, see www.atkinson.yorku.ca/SAL/ or contact Sandra Geness, Administrative Assistant, at 416.736.2100, x33396.

### Applied Communications and Culture

Applications are invited for a tenure-track position at the Assistant Professor level in the field of Applied Communications and Culture. The successful candidate will be able to develop and teach upper-level courses in applied communications and cultural studies. This appointment is intended to ensure the development of strong ties between the liberal arts and professional studies. The successful candidate will be expected to contribute to the development of a new program in applied communications/journalism and culture at the undergraduate and/or graduate levels. S/he should have teaching and research expertise in applied communications and applied cultural studies. Relevant practical experience is an asset, as is expertise in fieldwork methodologies. The successful candidate will also be able to develop courses with a strong experiential component, and to teach in the interdisciplinary program of Culture and Expression. S/he will also be expected to contribute to the interdisciplinary courses in the School's Humanities General Education program, and to the existing graduate program in Communication and Culture. Teaching and/or research expertise in new media, globalization and/or applied indigenous studies is an asset. Applicants must have a PhD, or PhD completed at the time of appointment, should show excellence, or the promise of excellence, in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. In exceptional circumstances, a candidate may be considered who is deemed to have qualifications equivalent to a PhD, including: 1) university-level teaching experience; 2) a strong established record of research and publication; 3) a relevant university degree; and 4) relevant professional and/or industry experience in communications and culture.

The deadline for receipt of completed applications is January 15, 2006. Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, a sample of academic writing, three signed letters of reference and teaching evaluations, to: Professor Madelyn Dick, Chair, School of Arts and Letters, Atkinson Faculty of Liberal and Professional Studies. Fax: 416.736.5766. E-mail: aksal@yorku.ca

## SCHOOL OF HEALTH POLICY AND MANAGEMENT

The School offers three honours undergraduate program streams: Health Management, Health Informatics, and Health Policy. Each of these specialist streams is designed to prepare graduates to meet the challenges of the increasingly complex and dynamic health sector. The program equips graduates with critical knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health. More information on the School and its programs is available at www.atkinson.yorku.ca/SHPM/

### Critical Disability Studies

Applications are invited for a tenure-track position at the Assistant Professor level in Critical Disability Studies. The Master's Program in Critical Disability Studies, a graduate program now in its third year, is unique in that it engages in the critical examination of societal participation of persons with disabilities and the social determinants of disability. The program focuses on issues of disability based on inclusion, citizenship, social justice and international standards for human rights. Applicants should specialize in one or more of the following areas: public policy, labour market issues, social and economic marginalization, adaptive technology or cultural representation of difference and have a broad understanding of human rights and social justice. This position involves graduate and undergraduate teaching and supervision. The program is particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC and external research funding. A PhD in a related area with a focus on disability is required. Candidates must demonstrate excellence, or promise of excellence, in teaching and in scholarly research and publication in the areas of social determinants of disability. Preference will be given to candidates who have international experience. It is also expected that candidates will have demonstrated experience in working with people with disabilities in their scholarly/community activities. Additional information on the graduate program is available at www.atkinson.yorku.ca/cdis

The deadline for receipt of completed applications is January 6, 2006. Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, a sample of scholarly writing, three signed letters of reference along with contact details, and teaching evaluations to: Dr. Marcia Rioux, Director, Graduate Program, Critical Disability Studies, Room 439 HNES. Fax: 416.736.5227. E-mail: mrioux@yorku.ca

## SCHOOL OF SOCIAL WORK

The School of Social Work, situated in the progressive, scholastically rich and interdisciplinary community of York University, is rapidly expanding and adjusting to meet the needs of students and provide innovative leadership in a changing social work profession. For more information on the School and its mission and programs, see www.atkinson.yorku.ca/SOWK/ or contact Ann Cooper, Administrative Assistant, at 416.736.2100, x66326.

### Social Work

Applications are invited for a tenure-track position at the Assistant Professor level. Candidates must be eligible to teach in the undergraduate, MSW and future PhD programs. The School has an interest in candidates with excellence, or promise of excellence, in teaching and research in one or more of the following areas: social analysis, policy, and advocacy in a global context; international social work; critical race theory and practice, anti-oppression and anti-discriminatory policies and practice; and other areas related to critical social work practice and education. The School has close ties with diverse local communities, and participates in interdisciplinary research projects within the York community, nationally and internationally. Candidates must have knowledge of, and experience working with, diverse and marginalized populations, together with a clear appreciation and understanding of the mission statement of the School, especially in the areas of critical theory, social justice and human rights. Candidates must have a graduate degree in Social Work and a PhD degree. Strong preference will be given to a PhD in Social Work. Consideration will also be given to candidates with practice and demonstrated scholarship in Social Work.

The deadline for receipt of completed applications is December 16, 2005. Applicants should submit a letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, three signed letters of reference and teaching evaluations to: Varpu Lindstrom, Chair of the Hiring Committee, Acting Director, School of Social Work, Kinsmen Building.

# Faculty of Education

The Faculty of Education at York offers pre-service, professional development, and graduate programs (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure-stream faculty members are encouraged to work in cross-disciplinary teams with colleagues from other academic departments across the University, and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca

### International Education

Applications are invited for a tenure-stream position at the Assistant Professor level in International Education. The successful candidate will be qualified to participate in undergraduate, graduate and professional development teaching programs. Candidates must present evidence of a sound foundation of research in international education. Possible areas of expertise include: globalization theory and education; comparative educational systems; identity and nation building in international perspective; educational governance and reform; internationalization of the curriculum; indigenous education in international perspective; internationalization and higher education; global education in classroom learning; globalization and educational policy; education and the political economy of development; internationalization and school-to-work transitions; and, related areas. The successful candidate will have completed a doctorate in a field of study compatible with the advertised position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment.

The deadline for receipt of completed applications is December 16, 2005. Applicants should submit an up-to-date curriculum vitae, one or two samples of scholarly writing, the address and e-mail contact details for three referees, and a letter of application providing an overview and discussion of qualifications and statement of research and teaching interests as they relate to the advertised position, to: Dr. Paul Axelrod, Dean of Education, c/o S853 Ross Building, Faculty of Education. *Note:* Electronic applications will NOT be accepted.

# Faculty of Environmental Studies

The Faculty of Environmental Studies (FES) is a unique, interdisciplinary Faculty that adopts a broad definition of "environmental studies", including natural, built, social and organizational environments, and welcomes diverse perspectives and approaches. Duties of this position include teaching in our undergraduate and graduate programs and supervision of graduate students. Candidates for this position must provide evidence of a commitment to excellence in teaching and a strong research potential. More information about the Faculty is available at www.yorku.ca/les

### Healthy and Sustainable Cities

Applications are invited for a tenure-track position at the Assistant Professor level in Healthy and Sustainable Cities. Candidates must hold a PhD degree in a relevant field by the time of appointment, or have equivalent academic or professional experience. FES defines the field of healthy/sustainable cities broadly and we welcome candidates from diverse disciplines. We invite applicants with expertise in areas such as environmental diagnostics, sustainable infrastructure, urban vulnerability, urban ecology, ecosystem health, public health, food security, or urban environmental planning and management; other specialties are welcome. Regardless of specialty, the ability to link theory and practice is of considerable importance. We are primarily interested in applicants who work within broad ecological and social justice frameworks. Experience in international settings and the ability to support one or more of the Faculty's certificate and diploma programs will also be assets.

The deadline for receipt of completed applications is January 16, 2006. Applicants should submit a letter of application, with an up-to-date curriculum vitae, a statement of research and teaching interests, and the names of three referees (e-mail address and telephone number), to: Healthy and Sustainable Cities Search Committee, Faculty of Environmental Studies, Room 118 HNES. Fax: 416.736.5679. E-mail: mawhite@yorku.ca

# Faculty of Fine Arts

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes Departments of Dance, Design, Film, Music, Theatre, Visual Arts, and Cultural Studies. Further information about the Faculty can be found at www.finearts.yorku.ca

## DEPARTMENT OF DESIGN

### Design Management/Design Research

Applications are invited for a tenure-track position at the Assistant or Associate Professor level from candidates who want to teach and establish Design Management and Research affiliations at the undergraduate (BDes) and graduate (MDes) levels, and help shape and direct the activities of a Design Research Institute *(DRI)* and Graduate Program in Design (MDes and PhD in Design). Our undergraduate curriculum focuses upon all aspects of Design Studies, Visual Communication Design, Information Design, and Interactive Multimedia systems. The Graduate Program focuses on contemporary research in support of the professions of design. Our teaching and research facilities are housed in the new $75-million TEL (Technology Enhanced Learning) Building, which opened in the Fall of 2003. We are interested in new faculty members with demonstrated teaching capability at primarily the graduate level, with some undergraduate teaching in design management and research processes and strong commitments to design management, research, design methodology, theory and professional practice. The successful applicant will provide teaching, administrative and research leadership in the following areas: Visual Communication Design, user-oriented/centred research, development of institutional and international research partners, and the business of design. Teaching responsibilities include teaching in the current undergraduate and graduate programs. This appointment will require the usual responsibilities of participation in departmental governance, management of committees, course and curriculum development, and advising and evaluation of incoming students. Applicants are expected to have the relevant terminal graduate degree, substantial work experience in the areas listed, and either possess or be willing to seek RGD membership in Ontario. Candidates with strong teaching and/or extensive professional experience, and a track record in management/research will be given preference.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a letter of application stating their design management/research interests and experience in the areas of research, teaching and practice, examples of their research work, examples of their students' work (if available), a curriculum vitae, and a list of five academic and/or professional references whom we may contact with their permission, to: Design Search Committee, Attn: Barb Batke, Administrative Assistant, Department of Design, 4008 TEL Building. Tel: 416.736.2100, x77434. E-mail: bbatke@yorku.ca Website: www.design.yorku.ca or www.yorku.ca/finearts

## DEPARTMENT OF FILM

The Department of Film is one of the leaders in film production, screenwriting, and cinema and media studies in Canada.

### Critical, Historical, and Theoretical Studies

Applications are invited for a tenure-track position at the Assistant Professor level in Critical, Historical, and Theoretical Studies. Responsibilities of the position will include teaching a full range of undergraduate and graduate courses, supervising graduate thesis work, serving on Department, Faculty and University committees, student advising and curriculum development. Applicants should specialize in Film History, informed by classical and contemporary film theory and historiography. A further specialization in silent cinema and/or mid-century 1927-1960s cinema is required. We welcome expertise in a wide range of national cinemas.

# CAREERS CARRIÈRES

Applicants should have a PhD in film studies or a related discipline and have, or demonstrate the potential for, a distinguished and active program of research and publication, as well as an excellent record of teaching and supervision at both the undergraduate and graduate level. We welcome a working knowledge of both of Canada's official languages, and the ability to participate in cross-disciplinary doctoral work in Communications and Culture; Social and Political Thought; Philosophy; Political Science; History; and/or Humanities.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a letter of application, with a curriculum vitae, three signed letters of reference and a writing sample, to: Professor Barbara Evans, Chair, Department of Film, Room 222, Centre for Film & Theatre.

### Film Production

Applications are invited for a tenure-track position at the Assistant Professor level in Film Production. Responsibilities of the position will include teaching a full range of undergraduate and graduate courses embracing the technical, creative and conceptual aspects of film and video production, with potential specialization in Cinematography and/or Sound. A particular responsibility of the position will involve the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committees, administrative assignments and curriculum assessments. Applicants for the position must hold an MFA or MA degree or equivalent in a relevant discipline. Demonstrated excellence, with a minimum of 10 years of professional experience as a film or video maker in the advertised area of expertise, is essential. Teaching experience in a post-secondary film and video program is an asset.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a letter of application, with a curriculum vitae, three letters of reference, and samples of production work on VHS or DVD format, to: Professor Barbara Evans, Chair, Department of Film, Room 222, Centre for Film & Theatre.

## DEPARTMENT OF MUSIC

The Department of Music seeks individuals who can respond to the opportunities created by a diverse and extremely talented student body. Current music degrees include: BA, Honours BA and BFA, MA, and PhD.

### Music Education

Applications are invited for a tenure-track position at the Assistant Professor level in Music Education. The successful candidate will hold a minimum of a master's degree in music and show solid evidence of exceptional ability and experience as an inspiring teacher at the secondary school level. The promise of curricular innovation at the graduate and undergraduate levels, and demonstrated performance skills are expected. Expertise in additional areas (e.g., jazz brass, jazz pedagogy, classical woodwinds, world music pedagogy, etc.) will be considered beneficial.

### Music Theory Scholar

Applications are invited for a tenure-track position at the Assistant Professor level in Music Theory Scholar. The successful candidate will have a doctoral degree in music (or equivalent professional experience) and solid evidence of exceptional ability as an inspiring teacher. The promise of curricular innovation at the graduate and undergraduate levels, and demonstrated skill as a performer (e.g., classical fretted or unfretted strings, classical woodwinds, jazz brass, etc.) are expected. Expertise in more than one area (e.g., Schenkerian Analysis, History of Music Theory, Non-Western Music Theory, etc.) will be considered beneficial.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a letter of application (specifying the position for which they are applying) with a curriculum vitae, and arrange to have three signed letters of reference sent directly, to: Professor Michael Coghlan, Chair, Department of Music, Faculty of Fine Arts, 225 Winters College.

## DEPARTMENT OF THEATRE

York's Department of Theatre has an Undergraduate Program with over 300 majors pursuing BFA or BA degrees in performance, directing, devised theatre, theatre studies, production, design, and playwriting. There is also a Graduate Program offering an MFA in acting, directing, and playwriting, and, starting in the Fall of 2006, an MA in Theatre Studies, with a PhD to follow.

### Theatre Studies – Senior Position

Applications are invited for a senior, tenure-track position at the Assistant or Associate Professor level, with a primary commitment to the newly established MA/PhD program in Theatre Studies. The successful candidate should offer a specialization in some aspect of contemporary world drama and performance studies, such as Theatre in Asia, Africa, Latin America or the Middle East, and/or First Nations Theatre, with the ability also to contribute courses to the core program of the MA/PhD. The Graduate Program in Theatre Studies at York University is expecting to accept its first MA candidates in the Fall of 2006 (subject to provincial approval), with applications for PhD candidates expected in 2007 or 2008. In addition to traditional fields of theatre studies and contemporary world theatre cultures, areas of specialization in the new programs will also include Theatre and Social Action, Theatre and Health, Theatre and Spirituality, Theatre and Publishing, and Theatre and Education. There will also be a one-year Diploma program for in-service teachers. The successful applicant will have substantial graduate teaching experience, administrative experience, wide publication and recognition as a theatre scholar, and will normally hold a PhD in Drama or Theatre (or very exceptional equivalent). While this is an academic appointment, applied professional theatre experience would also be an asset. Candidates are invited to express the range of their interests in their applications.

### Theatre Studies

Applications are invited for a tenure-track position at the Assistant Professor level in Theatre Studies, with undergraduate and graduate teaching responsibilities. Applicants for the position are expected to have strong capability for, and interest in, teaching in at least one of the Theatre Studies area's four large-scale Theatre Survey courses, which include: Theatre History from the Beginnings through the Renaissance; Restoration to pre-modern; Modern Western Theatre, including Canadian to 1980; and Contemporary World, including a focus on Canadian theatre and drama 1980 to the present. The Department also offers an additional course in Aspects of Theatre for non-majors. These courses follow the traditional lecture format and emphasize dramatic literature and theatre history in a world context. The successful candidate will also be expected to demonstrate strength in one or more of the following theatre studies topics: Theatre in Africa, Asia, Middle East, Latin America; Theatre-in-Education; Applied Theatre; Puppetry; Criticism, Dramatic Theory, Performance Studies, Gender Studies in Theatre and/or Queer Theatre. Candidates should have a PhD (or be ABD), and be active scholars. While this is an academic appointment in Theatre Studies, applied professional theatre experience would be an asset.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a letter of application (specifying the position for which they are applying), with an up-to-date curriculum vitae, a statement of research and teaching interests, teaching evaluations, and the names, addresses and telephone numbers (plus fax and e-mail, if possible) of three referees, to: Professor Robert Fothergill, Search Committee, Department of Theatre, 330 CFT. Fax: 416.736.5785 E-mail: robf@yorku.ca

## Glendon College / Collège universitaire Glendon

Le Collège universitaire Glendon est la faculté bilingue d'arts libéraux de l'Université York. Il offre toute une gamme de programmes dans les humanités et les sciences sociales. Son campus est situé en plein cœur de Toronto. Glendon College is the bilingual liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus. Further information about the College can be found at www.glendon.yorku.ca/

## DÉPARTEMENT D'HISTOIRE

### Histoire de l'Amérique Latine – Brésil

Le Département d'Histoire du Collège universitaire Glendon (www.glendon.yorku.ca/francais/futursetudiants/programmes/histoire.html) sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e). Les candidat(e)s doivent détenir un doctorat en histoire et posséder une spécialisation dans le domaine de l'Amérique Latine continentale, avec préférence pour le Brésil, être bilingues, français-anglais, et pouvoir enseigner dans les deux langues officielles du Canada, démontrer un engagement manifeste envers l'enseignement et la recherche et avoir des publications substantielles et des projets de recherche en cours. La préférence sera accordée aux candidat(e)s ayant de l'expérience dans l'enseignement au cycle supérieur. Les fonctions comprennent l'enseignement aux 1er, 2e et 3e cycles et la supervision d'étudiants des 2e et 3e cycles (site Web du programme d'études supérieures en histoire : www.yorku.ca/ghistory), ainsi que la recherche et les tâches administratives.

Date limite de candidature : le 15 décembre 2005. Prière de faire parvenir une lettre de candidature et un curriculum vitae, à Monsieur Roberto Perin, directeur, Département d'histoire, Collège universitaire Glendon, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Courriel : rperin@glendon.yorku.ca Les candidat(e)s doivent aussi prendre des dispositions pour faire envoyer directement au directeur de département trois lettres de recommandation, dont au moins l'une doit porter sur l'enseignement.

## DEPARTMENT OF HISTORY

### Latin American History – Brazil

The Department of History at Glendon College (www.glendon.yorku.ca/english/futurestudents/programs/history.htm) invites applications for a tenure-track position at the Assistant Professor level. Candidates must hold a PhD in History, with specialization in the history of continental Latin America, with a preference for the history of Brazil, be able to speak Canada's two official languages (English and French) and teach in them, demonstrate a commitment to teaching and research, as well as have major publications and current projects in the field of expertise. Experience in teaching graduate students is preferred. Duties include teaching at the undergraduate and graduate levels, graduate supervision (Graduate History Program website: www.yorku.ca/ghistory), as well as research and administrative responsibilities.

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a curriculum vitae, and arrange to have three letters of reference (at least one of which should address teaching) sent directly, to: Professor Roberto Perin, Chair, Department of History, Glendon College, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. E-mail: rperin@glendon.yorku.ca.

## Osgoode Hall Law School

Osgoode Hall Law School, Canada's largest English-language law school, is committed to setting the standard for excellence in legal education and legal scholarship. Our innovative teaching program fosters a strong foundation in legal reasoning, diverse perspectives on law, and an understanding of law's transformative role in promoting a just society. Osgoode produces original and significant legal scholarship, and prepares its graduates for leadership and service within the profession and beyond. Further information about Osgoode Hall Law School can be found at www.osgoode.yorku.ca

### Osler Chair in Business Law

Applications are invited for an outstanding scholar in Business Law for the Osler Chair at the Associate or Full Professor level. Fields of specialization include, but are not limited to, Corporate Law, Corporate Governance, Regulation of Competition, Securities Regulation, Business Transactions, Commercial Law, Banking Law, Intellectual Property and Trade Regulation. Preferred candidates will be expected to provide leadership in teaching and research in the area of business law and be widely recognized in the business law field with a substantial record of original and significant published research.

### Law – Tenure-Track Faculty

Applications are invited for up to two tenure-track positions at the Assistant or Associate Professor level. The Law School is committed to a broad and innovative curriculum that responds to changes in Canada's social, economic, political and intellectual environments, and to enhance its interdisciplinary, international and comparative approaches to teaching and scholarship. Applicants must have completed, or be close to completing, graduate studies in law or have equivalent credentials. Eligible candidates must possess a superior academic record and strong potential for, or a demonstrated record of, excellence in research, teaching and graduate supervision, and will be expected to make a vital contribution to academic life and governance of the Law School and the University. The Law School is interested in applicants from all areas of legal study, and is particularly interested in applicants with expertise in: Administrative/Public Law; Private Law; Civil Procedure, Dispute Resolution and the Administration of Justice; and Evidence, Criminal Law and Criminal Procedure.

### Law – Graduate Studies

Applications are invited for up to two tenure-track positions at the Assistant Professor level. In making appointments, the Law School wishes to enhance its graduate study programs of research and teaching in the following areas: Law in a Global Context (including international and transnational law with diverse fields such as trade and investment, criminal justice and private international law); Law, Governance and Regulation (including communications law, environmental law and theoretical issues of regulation); and Law in a Corporate and Commercial Context (including corporate governance, comparative law, political economy, bankruptcy and consumer law). Applicants must have completed, or be close to completing, a PhD in law or have equivalent credentials. Eligible candidates must possess a superior academic record and strong potential for, or a demonstrated record of, excellence in research, teaching and graduate supervision. Along with teaching graduate studies seminars, it is expected that the successful candidates will participate in the teaching rotation in our LLB program and will supervise both LLM and PhD students.

Osgoode Hall Law School has an Employment Equity Plan which aims to ensure that our faculty is reflective of the four designated groups identified in the federal Employment Equity Act – women, visible minorities, Aboriginal persons and persons with disabilities – in society at large. The Law School welcomes applications from members of these groups and encourages candidates to self-identify in their initial application. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The deadline for receipt of completed applications is December 10, 2005. Applicants should submit a letter of application identifying their research and teaching interests, together with a curriculum vitae, copies of law and graduate transcripts (where appropriate) and three signed letters of academic reference, to: Mya R. Bulwa, c/o Dean's Office, Osgoode Hall Law School, Room 2220. E-mail: facultyrecruitment@osgoode.yorku.ca. Applicants who currently hold positions at other educational institutions are invited to contact John McCamus, Chair, Faculty Recruitment Committee at 416.736.5569 or Patrick Monahan, Dean at 416.736.5119.

# CAREERS CARRIÈRES

## Faculty of Science and Engineering

The Faculty of Science and Engineering is a progressive, dynamic environment with over 155 faculty members. It has engaged in teaching and research activities for over 40 years. Further information about the Faculty can be found at www.science.yorku.ca

### DEPARTMENT OF BIOLOGY

#### Animal Physiology, Molecular and/or Cell Biology

Applications are invited for two tenure-track positions at the Assistant Professor level in the area of Animal Physiology, and in Molecular and/or Cell Biology. For both positions, candidates using approaches including Bioinformatics and/or Proteomics and/or Systems Biology to understand fundamental questions in either of these two areas of biology are especially encouraged to apply, with the emphasis being on research excellence. The successful candidates will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to develop a strong, externally funded research program, contribute to teaching biology-related courses at the undergraduate and graduate levels, and supervise graduate students. Further information about the Department can be found at www.biol.yorku.ca/dept/

The deadline for receipt of completed applications is December 15, 2005. Applicants should submit a curriculum vitae, an outline of their research plans, single copies of three publications, and three signed letters of reference to: Chair (designate area), Search Committee, Biology Department, Farquharson Life Science Building.

### ENGINEERING

The Engineering Program commenced in 2001, and currently has three streams: Geomatics, Computer and Space. Further information may be found at www.science.yorku.ca and www.eng.yorku.ca/

#### Engineering

Applications are invited for a tenure-track position at the Assistant Professor level in Engineering to support research and teaching in Space, Geomatics or Computer Engineering. Candidates must be committed to the engineering profession and enthusiastic about teaching both at the graduate and undergraduate level in their field. Candidates must hold a PhD degree in Engineering or related disciplines and should demonstrate commitment to the engineering profession through licensure as a PEng., or eligibility for licensure as a Professional Engineer in Ontario prior to, or within the first year of, the appointment date. The successful candidate will be expected to develop strong, externally funded research programs and to contribute to teaching Engineering courses at the undergraduate and graduate levels, including graduate supervision.

The deadline for receipt of completed applications is January 6, 2006. Applicants should submit a curriculum vitae, an outline of their research plans and single copies of three publications, or their teaching dossier, along with three signed letters of reference, to: Chair, Search Committee, Director of Engineering, Room 1012, Computer Science and Engineering Building.

### SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

The School has a strong molecular physiology complement and the University possesses excellent facilities for collaborative molecular biology research. Collaborations with hospitals in the surrounding Greater Toronto Area are encouraged. Further information about the School can be obtained at www.kinesiology.yorku.ca and www.yorku.ca/kahs

#### Molecular Neuroscience

Applications are invited for a tenure-track position at the Assistant Professor level in the area of Molecular Neuroscience. The successful candidate will have a PhD and post-doctoral experience in a related scientific field, an outstanding research record with a publication record in refereed journals as well as demonstrated excellence in teaching. Applicants should have expertise in neurodevelopment, aging, stroke or brain injury, using molecular neuroscience and/or genetics approach to study health-related issues. The successful candidate will have, or be expected to develop, a strong, externally funded research program, and will contribute to teaching and supervision at the undergraduate and graduate levels. The M.Sc. and PhD programs cover health-related aspects of exercise physiology, psychology, biomechanics and fitness/epidemiology.

The deadline for receipt of completed applications is January 6, 2006. Applicants should submit a curriculum vitae, a cover letter stating future research goals, and three relevant reprints, and arrange to have three signed letters of reference sent directly, to: Dr. Roger Kelton, Chair, School of Kinesiology and Health Science. E-mail: rkelton@yorku.ca

### DEPARTMENT OF MATHEMATICS & STATISTICS

#### Applied Mathematics – Numerical Analysis and Modelling

Applications are invited for a tenure-track position at the Assistant Professor level. Applications in the areas of Numerical Analysis or Mathematical Modelling will be considered. The successful candidate must have a PhD, a proven record of independent research excellence, and evidence of potential for superior teaching. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity.

The deadline for receipt of completed applications is January 6, 2006. Applicants should submit a resume, and arrange to have three signed letters of recommendation (one of which should address teaching) sent directly, to: Applied Mathematics Search Committee, Department of Mathematics and Statistics. Fax: 416.736.5757. E-mail: applied.recruit@mathstat.yorku.ca Website: www.math.yorku.ca/Hiring

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

## Join BC's New University

Thompson Rivers University in Kamloops is BC's newest university, created April 1, 2005, with the granting of full university status to the former University College of the Cariboo (UCC).

Originally founded in 1970 as a community college, the new Thompson Rivers University is built on 35 years of excellence in post-secondary education and training. In addition, Thompson Rivers University has a greatly expanded capacity for distance education after assuming full responsibility of the courses and programs of the British Columbia Open University and Open College.

More than 9,000 students attend TRU, a primarily undergraduate university, to study in one of over 40 degree options or 50 different diploma and certificate programs.

Located in Kamloops, the heart of the BC Southern Interior, TRU's spectacular campus features outstanding student and community facilities, which overlook this growing city of 80,000 residents.

THOMPSON RIVERS UNIVERSITY

**TRU invites applications**

for the following positions:

**FACULTY MEMBERS**

**Tourism Management**
Sessional
**Competition #05-170**

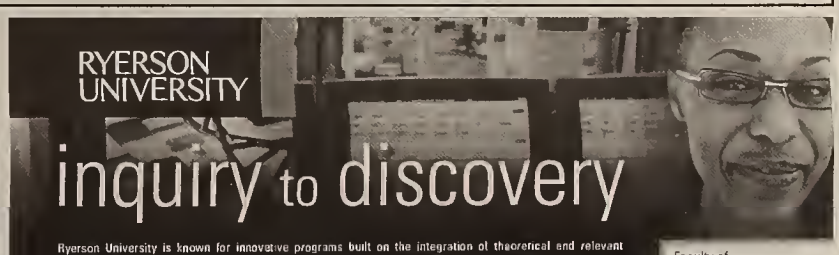
**Management – Finance**
Full-Time, Continuing
**Competition #05-181**

**Management – HRM**
Full-Time, Continuing
**Competition #05-182**

For further information about these positions visit our website at: *www.tru.ca/careers*

We wish to thank all applicants; however, only those under consideration will be contacted.

**www.tru.ca**



RYERSON UNIVERSITY

# inquiry to discovery

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

Faculty of Engineering and Applied Science

## FACULTY POSITION IN MEDICAL PHYSICS

### Department of Physics

The Department of Physics invites applications from outstanding candidates for a tenure-track faculty position at either the Associate or Assistant Professor level, beginning on August 1, 2006. The Department of Physics is composed currently of ten full-time faculty and four staff members supporting programs primarily in Engineering and Applied Science. The Department has significant research activity in the field of Medical Physics/Biomedical Engineering, and new faculty appointments have been targeted in this area. The Department has a core group of biomedical physicists who have secured external, peer-reviewed research funding to establish advanced research laboratories at Ryerson, and have extensive collaborations with the surrounding biomedical community in what the City of Toronto has designated as the Discovery District, home to seven world-renowned hospitals and more than thirty specialized medical and related sciences research centres.

The successful candidate must possess an earned doctorate in Physics or a related field, demonstrate research excellence in medical or biological physics, and be committed to excellence in teaching. The focus of this search is Medical Physics, with emphasis on radiation biology or imaging. However, our priority is excellence, and all researchers in medical or biological physics are encouraged to apply, and will be seriously considered.

Applicants must submit a curriculum vitae, a statement of research interest addressing the candidate's expertise and plans as a researcher and teacher, and the names of three references, by 4 p.m., January 6, 2006, to: Dr. A. Petrovic-Maté, Interim Chair, Department of Physics, Faculty of Engineering and Applied Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. E-mail: anamitic@ryerson.ca.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

SCIENCE | ENGINEERING | ARCHITECTURE

# CAREERS CARRIÈRES

**C**

■ **CANADIAN HISTORY — University of Waterloo.** Applications are invited for a position at the Associate Professor or Full Professor level in modern Canadian history. Individuals from all fields are invited to apply and particularly those with an interest in political history and/or public policy. Candidates must have a stellar publication record. Ability to teach large undergraduate courses and experience in supervising graduate students are essential. The appointment is effective July 1, 2006. Applicants should send a curriculum vitae, a list of courses taught, summaries of recent teaching evaluations, and three reference letters evaluating scholarship to Dr. Patrick Narrigan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Closing date for applications is November 15, 2005. Please note that applications sent by facsimile or e-mail will not be accepted.

■ **CHEMICAL & MATERIALS ENGINEERING — University of Alberta.** The rapid development of the oilsands as a major long-term source of energy is providing unprecedented opportunities in engineering education and research at the University of Alberta. In partnership with industry, we have developed a strong tradition of collaborative research, leading to the establishment of a range of research chairs. With a contribution of $10 million from Imperial Oil Limited, we are establishing the Centre for Oil Sands Innovation (COSI) to lead research in breakthrough technologies for the mining, extraction, and upgrading of oilsands to value-added products, with an emphasis on improved environmental performance and energy efficiency. Additional information on oil sands is available from the Alberta Chamber of Resources Oilsands Technology Roadmap (available online at www.acialberta.com), www.oilsandsdiscovery.com/, and www.ualberta.ca/~gray/Library/Tutorials/Upgrading/. Applications are invited for tenure-track faculty positions at all levels, from assistant to full professor. Candidates must have experience in fundamental or applied research in areas that can be applied to extraction, upgrading, and environmental aspects of oil sands processing, including catalysis, mass transfer, process analysis, reaction thermodynamics, chemical reaction engineering, mineral processing, multiphase fluid mechanics, materials, or electrochemical processing. Experience with analytical chemistry and molecular modeling would be an asset. Candidates must have the ability to conduct both independent and cooperative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses. At the senior level, candidates must be recognized internationally as outstanding engineering researchers. As a major component of their research effort, the successful candidates will participate in the research programs of COSI. The Department of Chemical & Materials Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is 38, with approximately 160 graduate students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational fluid dynamics, reaction engineering and catalysis, process control and non-hydrogen fuel cells. For information about our Department, please consult our website at: http://www.ualberta.ca/CHMENG. Candidates must either hold a PhD in Chemical Engineering, or related field, or expect to receive one shortly after taking up their appointment. A curriculum vitae, the names of three confidential references, and a statement of current research interests and plans for future research should be sent to: Dr. J.F. Forbes, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. The positions will be available in 2006. The deadline for applications is January 31, 2006. Subsequent applications will be considered until the positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CHEMISTRY — The University of Western Ontario.** The Department of Chemistry invites applications for a probationary (tenure-track) position at the rank of Assistant Professor with an anticipated start date of July 1, 2006. Candidates with an excellent research background in computational or theoretical studies in any area of chemistry will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large research intensive department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other departments in the Faculties of Science, Engineering and Medicine and Dentistry. Interested candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments, and a 5 page research proposal with an appropiate budget to: Dr. K. M. Baines, Chair, Department of Chemistry, The University of Western Ontario, London, Ontario, Canada, N6A 5B7, (kbaines2@uwo.ca). The deadline for applications is December 1, 2005. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CHEMISTRY — Simon Fraser University.** The Chemistry Department at Simon Fraser University has a tenure-track position available for May 1, 2006. The principal responsibilities of this teaching position will be to offer chemistry undergraduate courses. Development of innovative teaching methods would be highly desirable. Salary will be dependent on each candidate's background and experience. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities. Applicants should send a complete resumé, a statement of teaching philosophy, and a list of three individuals willing to act as referees with their addresses, telephone and/or fax numbers, and email addresses. All correspondence should be sent to: Professor Andrew J. Bennet, Chair, Department of Chemistry, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6, Canada. The deadline for applications is December 15, 2005.

■ **CHEMISTRY — University of Toronto at Scarborough.** The Department of Physical and Environmental Sciences at the University of Toronto at Scarborough invites applications for two tenure track positions at the rank of Assistant Professor in the area of environmental chemistry. The successful candidates will be expected to play an active role in our teaching and research programs. Information about the Department can be found at: http://www.utsc.utoronto.ca/~physci/. Applicants must have a PhD in Chemistry or other discipline with a significant chemistry component. Applicants should have interest and demonstrated research excellence in the application of fundamental principles of science to the analysis and/or solution of environmental problems. Possible areas of expertise include analytical chemistry, organic chemistry, physical chemistry, toxicology or biogeochemical processes. The successful candidates will demonstrate a strong commitment to teaching and curriculum development related to chemistry and environmental science. He/she will be expected to teach chemistry in the undergraduate chemistry and environmental science programs and in our graduate programs. The development of a strong externally funded research program and the supervision of graduate students will be essential. The salary is to be commensurate with the qualifications and experience of successful candidates. Applicants are asked to send a letter of application including current curriculum vitae, statement of teaching and research interests, a selection of research publications and a proposed five-year research plan. Applicants should arrange to have three letters of reference sent directly to: Professor Donald E. Cormack, Chair, Department of Physical and Environmental Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4. Applications should be received by December 15, 2005. Ideally, the appointments will commence July 1, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in modal development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING — McGill University.** The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for tenure track appointments at the Assistant Professor level or at higher levels if qualified for a Tier I or Tier II Canada Research Chair (CRC) in three areas: infrastructure engineering; transportation engineering; and environmental engineering. The Department has 15 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics, infrastructure engineering, structural engineering, materials, environmental engineering, geo-environmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 300 full-time students at the undergraduate level and approximately 80 graduate students in M.Eng. and PhD programs. Information about the Department and McGill University can be found at http://www.mcgill.ca/civil. Applicants for these positions should hold a doctoral degree and have a demonstrated commitment to teaching at both the undergraduate and graduate levels. The successful candidates must demonstrate a capability to sustain research activity in their areas of expertise. Professional experience in this field is considered an asset. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The positions are subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement. It is the intent to fill these positions in 2006. Interested candidates should submit applications which include a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to Professor D. Mitchell, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Street West, Montreal (Quebec), H3A 2K6 or by e-mail to Denis.Mitchell@mcgill.ca.

■ **CLASSICS — Brock University.** The Department of Classics at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin 1 July 2006. The Department is seeking a person with an outstanding research profile in Classical Languages and Literature, preferably with expertise in Verse or Drama; an interest in literary critical theory would be an asset. The appointee should expect to teach literature in translation courses, Classical languages and mythology, as well as senior and graduate level specialty seminars. Applicants should have a strong teaching record, demonstrable scholarly promise, and a PhD in hand by the appointment date. Brock Classics is currently a department of 7 permanent faculty and almost 100 majors, teaching a variety of courses towards pass and honours degrees in Classical Studies, Classical Languages, and Ancient Art and Archaeology. Besides these major programmes, we also offer introductory courses in mythology and civilization to satisfy a general requirement, and first year languages to satisfy a language requirement (as well as Greek and Latin at all levels). Starting in 2006, the department will offer an MA degree in Classics. Members of the department will be attending the annual meetings of the American Philological Association and the Archaeological Institute of America in Montreal. The deadline for applications is 30 November 2005. An application should include a letter of application accompanied by a curriculum vitae, a plan of research, evidence of a strong teaching record and a sample of scholarly writing. Applicants should arrange for three letters of reference to be sent to: Dr. C.U. Merriam, Chair, Department of Classics, Brock University, 500 Glenridge Ave., St. Catharines, Ont., Canada, L2S 3A1; fax. (905) 984-4855; email: merriam@brocku.ca. Brock University is committed to a positive action policy aimed at reducing gender imbalance in the faculty; qualified men and women candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; priority will be given to Canadian citizens and permanent residents. More information on the department can be found at www.brocku.ca/classics. The position is subject to final budgetary approval.

■ **CLASSICS — Brock University.** The Department of Classics at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin 1 July 2006. The Department is seeking a person with an outstanding research profile in Greek Art and Archaeology, preferably with expertise in Archaic or Classical Greek Art. The appointee should expect to teach courses in Greek art and archaeology, Classical Civilizations, and senior and graduate level specialty


McGill

**Assistant Professor, Behavioral Neuroscience**
**Department of Psychology**

The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Behavioral Neuroscience. Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in any area of Behavioral Neuroscience are encouraged to apply.

The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute.

Consideration of applications will begin November 15, 2005 and continue till an appointment is made. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

**Chair, Behavioral Neuroscience Search Committee**
**Department of Psychology**
**McGill University**
**1205 Dr. Penfield Avenue**
**Montreal, Quebec, Canada H3A 1B1**

*All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment*

www.mcgill.ca

McGill

**Vice-principale, vice-principal (Développement et relations avec les anciens étudiants)**

Située à Montréal (Canada), McGill est un établissement universitaire qui jouit d'une réputation internationale et occupe un rôle de premier plan dans les domaines de l'enseignement postsecondaire, des études supérieures et de la recherche. L'Université McGill compte 21 facultés et écoles professionnelles et offre au-delà de 300 programmes à une population composée de plus de 31 500 étudiants. L'Université compte 8 800 professeurs et employés de renommée mondiale, et son budget d'exploitation pour l'exercice 2005 était de 929 millions de dollars. Cette institution exceptionnelle est à la recherche de candidatures, de nominations et d'expressions d'intérêt pour le poste de vice-principal (Développement et relations avec les anciens étudiants).

Largement reconnus au Canada à titre de chefs de file novateurs dans les domaines des activités de financement, du développement et des relations avec les anciens étudiants, les membres de l'équipe de professionnels de McGill ont assuré une place de choix à l'Université. Le moment est donc tout désigné pour nommer un nouveau titulaire au poste d'avant-plan de vice-principal (Développement et relations avec les anciens étudiants). McGill planifie la plus importante campagne de mobilisation de fonds de son histoire afin de soutenir les plans universitaires qu'elle a récemment élaborés. Avec grand succès, McGill a déjà préparé le terrain pour cette campagne.

Le titulaire du poste de vice-principal, membre clé de l'équipe de leadership de la haute direction de la principale, est une personne dynamique qui fait preuve d'imagination et possède un entregent exceptionnel. Elle propose également une approche proactive et professionnelle à la création et au développement de liens. Experts des collectes de fonds pour le compte d'établissements, les candidats doivent posséder une expérience démontrant un succès hors du commun en matière de mobilisation de fonds et de régie de direction ainsi que la capacité d'encadrer et de mener une équipe de professionnels très efficace. Une expérience dans le domaine universitaire est un atout, tout comme la capacité de communiquer dans les deux langues officielles.

Pour que les candidatures soient prises en considération, les demandes doivent parvenir dès que possible à l'adresse ci-dessous. Toutes les personnes qualifiées sont invitées à poser leur candidature, toutefois la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

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# CAREERS CARRIÈRES

seminars; ability to participate in the Brock Archaeological Practicum or Study Tour Abroad would be an asset. Applicants should have a strong teaching record, demonstrable scholarly promise, and a PhD in hand by the appointment date. Brock Classics is currently a department of 7 permanent faculty and almost 100 majors, teaching a variety of courses towards pass and honours degrees in Classical Studies, Classical Languages, and Ancient Art and Archaeology. Besides these major programmes, we also offer introductory courses in mythology and civilization to satisfy a general requirement, and first year languages to satisfy a language requirement (as well as Greek and Latin at all levels). Starting in 2006, the department will offer an MA degree in Classics. Members of the department will be attending the annual meetings of the American Philological Association and the Archaeological Institute of America in Montreal. The deadline for applications is 30 November 2005. An application should include a letter of application accompanied by a curriculum vitae, a plan of research, evidence of a strong teaching record and a sample of scholarly writing. Applicants should arrange for three letters of reference to be sent to: Dr. C.U. Mernam, Chair, Department of Classics, Brock University, 500 Glenridge Ave, St. Catharines, Ont., Canada, L2S 3A1; fax: (905) 984-4859; email: mername@brocku.ca. Brock University is committed to a positive action policy aimed at reducing gender imbalance in the faculty; qualified men and women candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; priority will be given to Canadian citizens and permanent residents. More information on the department can be found at www.brocku.ca/classics. The position is subject to final budgetary approval.

■ **CLASSICS — Brock University.** The Department of Classics at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin 1 July 2006. The Department is seeking a person with an outstanding research profile in Roman History, preferably with expertise in Republican or Late Antique; an interest in historiography would be an asset. The appointee should expect to teach ancient history and civilization courses, Classical languages (especially Latin), and senior and graduate level specialty seminars. Applicants should have a strong teaching record, demonstrable scholarly promise, and a PhD in hand by the appointment date. Brock Classics is currently a department of 7 permanent faculty and almost 100 majors, teaching a variety of courses towards pass and honours degrees in Classical Studies, Classical Languages, and Ancient Art and Archaeology. Besides these major programmes, we also offer introductory courses in mythology and civilization to satisfy a general requirement, and first year languages to satisfy a language requirement (as well as Greek and Latin at all levels). Starting in 2006, the department will offer an MA degree in Classics. Members of the department will be attending the annual meetings of the American Philological Association and the Archaeological Institute of America in Montreal. The deadline for applications is 30 November 2005. An application should include a letter of application accompanied by a curriculum vitae, a plan of research, evidence of a strong teaching record and a sample of scholarly writing. Applicants should arrange for three letters of reference to be sent to: Dr. C.U. Mernam, Chair, Department of Classics, Brock University, 500 Glenridge Ave., St. Catharines, Ont., Canada, L2S 3A1; fax: (905) 984-4859; email: mername@brocku.ca. Brock University is committed to a positive action policy aimed at reducing gender imbalance in the faculty; qualified men and women candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; priority will be given to Canadian citizens and permanent residents. More information on the department can be found at www.brocku.ca/classics. The position is subject to final budgetary approval.

■ **CLASSICS — Saint Mary's University.** The Department of Modern Languages and Classics at Saint Mary's University invites applications for a tenure-track appointment in Classics at the rank of Assistant Professor starting July 1, 2006. The successful candidate will be involved in active research and teaching at least one of the following areas: Greek and/or Roman History, Classical Literature or Classical Archaeology. Undergraduate teaching duties in Classics presently include Latin and Greek, Ancient History, Classical Myth and Literature, Women in Antiquity, and the History of Ancient Art. This new appointment will be expected to enhance and further develop these and related areas in Classics. Applicants should hold a PhD or be near completion of the degree, and demonstrate considerable promise in teaching, research and scholarly publication. The Department of Modern Languages and Classics is a multidisciplinary unit of which the classical Mediterranean heritage is an integral part. In addition, Classics has close ties to the Departments of History, Anthropology and Religious Studies, facilitating interdisciplinary joint research projects and shared teaching duties. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through international outreach activities, community-based research programs, and contributions to life-long learning. Letters of application, accompanied by up-to-date curriculum vitae, the names of three referees, a one page statement outlining the candidate's approach to teaching Classics, a writing sample, and recent teaching evaluations should be sent to: Dr. George Nahlebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; E-mail: george.nahrebecky@smu.ca. The closing date for applications is December 19, 2005.

■ **CLASSICS — Carleton University.** The College of Humanities at Carleton University (Ottawa, ON) invites applications for two tenure-stream positions in Classics at the Assistant Professor level, subject to budgetary approval. The BA programs in Classics and Religion are housed in the College of Humanities (see www.carleton.ca/chum/, or www.carleton.ca/classics/). We seek an outstanding scholar with a PhD and a track-record of demonstrated excellence in both teaching and research. For position one, (1) the successful candidate will have competence in both Greek and Latin, as well as a broad grasp of Classical Civilization, and will be expected to teach in all three areas. The ability to teach a course in Classical mythology will be an asset. For position two, (2) the successful candidate will be an Ancient Historian with a good competence to teach courses on the Greek and the Roman worlds. Ability to teach a course employing cross-cultural approaches will be an asset. Good knowledge of both Classical languages is essential. Faculty members at Carleton are expected to participate in the life of the academic community, both on campus and beyond, and to seek external grants in order to develop and support a program of research leading to significant peer-reviewed publications. All qualified candidates are encouraged to apply; however, the applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are particularly encouraged to apply. A letter of application (with CV, samples of recent research, and evidence of excellence in teaching) should be sent to: Prof. Farhang Rajaee, Director, College of Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. In addition, applicants should arrange for at least three letters of reference to be sent under separate cover. Consideration of candidates will commence on 30 November 2005, and continue until the position is filled.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) invites applications for one or more tenure-track faculty positions in computational mathematics. Applicants should have as their primary interest the development and analysis of algorithms and software for the effective solution of problems in any of the Department's research areas: algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, graph theory and quantum computing. The successful candidate will participate in a major initiative of the Faculty of Mathematics in the area of computational mathematics, including a research centre and undergraduate and graduate programs. While the intention is to make an appointment at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. The successful applicant is expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of the appointment is July 1, 2006. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints, and the names and addresses of three references to Paul Schellenberg, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax: 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Faculty of Mathematics (http://www.math.uwaterloo.ca/) and the Institute for Quantum Computing (http://www.iqc.ca/) at the University of Waterloo invite applications for one or more tenured or tenure-track faculty positions in the area of quantum computing. The successful applicant will be appointed in the Applied Mathematics Department, the Combinatorics and Optimization Department or the School of Computer Science, as appropriate, and will be a member of the IQC. Applicants at all levels will be considered. A PhD degree and evidence of excellence in research and teaching are required. The successful applicant is expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. These appointments are subject to the availability of funds. The start date is subject to negotiation. The successful applicant will also have the opportunity to participate in activities in the Centre for Applied Cryptographic Research and the nearby Perimeter Institute for Theoretical Physics. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints, and the names and addresses of three references to Paul Schellenberg, Chair, Quantum Computing Recruiting Committee, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax: 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. The closing date for the receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in classical or quantum cryptography. This position is part of an initiative by the Faculties of Mathematics and Engineering to advance their educational and research programs in information security and assurance. While the intention is to make an appointment at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. The successful applicant is expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. In addition, he or she will participate in the Centre for Applied Cryptographic Research or the Institute for Quantum Computing at the University of Waterloo. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2006. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints, and the names and addresses of three references to Paul Schellenberg, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax: 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) invites applications for a 3-year limited term position as a lecturer. Duties will include undergraduate teaching and academic advising. A Master's degree or, preferably, a PhD and evidence of excellence in teaching are required. Successful applicants may be eligible for reappointment to a second term, and those demonstrating exceptional performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. Salary will depend on the candidate's qualifications. The effective date of the appointment is July 1, 2006. Interested individuals should send curriculum vitae and the names and addresses of at least three references to Paul Schellenberg, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax: 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMMERCE & ADMINISTRATION — Concordia University.** The John Molson School of Business at Concordia University is seeking qualified applicants for visiting positions and limited-term appointments starting August 15, 2006. Positions may be available in the following areas: Accountancy, Decision Sciences and Management Information Systems (Statistics, Production/Operation Management), Finance, Management (Entrepreneurship, OB/HR, Contemporary Business Thinking, Business Law) and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications are as follows: Applicants for visiting appointments require a PhD degree, and a strong record of research and teaching. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation or a graduate degree (Master's or PhD). Applicants for Business Law must have a Canadian law degree along with current practical experience. Applicants for all other limited-term appointments should have a graduate degree (Master's or PhD). Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research. Applicants for limited-term appointments will be expected to teach up to seven courses per annum. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. C. Dralimin (Accountancy), Di. O. Kira (Decision Science and Management Information Systems), Di. S. Betton (Finance), Di. K. Argheyd (Management), Dr. M. Baigler (Marketing), John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8, Canada. Appointments are subject to budgetary approval. Positions are available until filled. Applications should be sent as soon as possible but no later than March 15, 2006.

All qualified candidates are encouraged to apply; Canadians and permanent residents, however, will be given priority. Concordia University is committed to employment equity.

■ **COMMUNICATION — Université d'Ottawa.** La Faculté des arts de l'Université d'Ottawa sollicite des candidatures pour le poste de directeur ou directrice du Département de communication. Le Département est en pleine expansion et offre des programmes de 1er et de 2e cycle dans les domaines des médias et de la communication organisationnelle. La personne choisie sera capable d'élaborer et mettre en œuvre une vision d'avenir pour cette discipline au sein de la Faculté et de l'Université, qui sont elles-mêmes actuellement en processus de planification stratégique. Les candidats doivent être titulaires d'un doctorat, posséder un fort dossier de publications, avoir obtenu des fonds de recherche, avoir une bonne expérience universitaire et administrative, et maîtriser le français et l'anglais. L'embauche se fera au rang d'agrégé ou de titulaire. Ce poste mène à la permanence. La date d'entrée en fonction est le 1er juillet 2006. Les demandes, accompagnées d'un curriculum vitae et d'un échantillon de publications récentes, et trois lettres de recommandation confidentielles transmises directement par les répondants, devront parvenir au plus tard le 15 décembre 2005 à: M. George Lang, doyen de la Faculté des arts, Université d'Ottawa, 60, rue Université, Ottawa, ON, K1N 6N5. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université a une politique d'équité en matière d'emploi.

■ **COMMUNICATION — Simon Fraser University.** The School of Communication invites applications for a tenure-track position at the rank of Assistant or Associate Professor in the area of political economy/critical policy analysis of cultural and communication in-

## Faculty of Applied Health Sciences

The Faculty of Applied Health Sciences at Brock University invites applications from individuals who wish to become members of a thriving teaching, learning, and research culture. Our 75 current full-time faculty have academic homes in five departments: Community Health Sciences, Nursing, Physical Education and Kinesiology, Recreation and Leisure Studies, and Sport Management. Our 2,600 full-time undergraduate majors study in 13 degree programs. And, our increasingly comprehensive university of 17,000 students has embarked on an aggressive graduate studies expansion, including new MA and MSc programs in Applied Health Sciences and plans for our Faculty's first PhD programs.

For July 1, 2006, we wish to welcome new faculty colleagues to our community of scholars. Among the broad areas of expertise in which we seek to make appointments are Recreation and Leisure Studies, Physical Education, and Sport Management. The details of each position can be found in the individual advertisements in this edition of this publication and by visiting our website at www.brocku.ca/hr/careers/faculty.html and clicking on the Faculty of Applied Health Sciences.

The Niagara region, home to Brock University, offers a beautiful environment and unique lifestyle which includes diverse recreational activities, affordable housing, excellent schools, world-class wineries and restaurants, and close proximity to the Great Lakes, the American border, and the large urban centre of Toronto.

Brock www.brocku.ca/hr/careers/faculty

BROCK UNIVERSITY ST. CATHARINES ONTARIO CANADA

## McGill Vice-Principal (Development and Alumni Relations)

McGill University, located in Montreal, Canada, is a university of international renown and a leader in post-secondary education, graduate studies, and research. It comprises twenty-one faculties and professional schools, and offers over three hundred programs to a student population of more than 31,500. McGill's world-class faculty and staff number 8,800, and the University's operating budget for 2005 was $929 million. This outstanding university seeks nominations and applications for, and expressions of interest in, the position of Vice-Principal (Development and Alumni Relations).

Widely recognized as leaders and innovators in the areas of fundraising, development, and alumni affairs in Canada, McGill's team of professionals has positioned the University well, making it an advantageous moment for a new Vice-Principal to assume this key leadership role. Planning is well underway for a major capital campaign, the largest in the University's history, in support of academic plans recently developed in the University. McGill has already enjoyed significant success in setting the stage for this campaign.

The new Vice-Principal, a key member of the Principal's senior leadership team, will be a dynamic, imaginative individual with exceptional interpersonal skills, and a professional and proactive approach to relationship development and advancement. An expert in the practice of institutional fundraising, candidates should have a demonstrated track record of outstanding success in revenue generation and executive leadership, and the ability to mentor and lead a highly effective team of professionals. Some experience in the academic world would be an asset, as would the ability to function in both official languages.

To ensure consideration, applications should be forwarded as soon as possible to the address shown below.

All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment.

**Janet Wright & Associates inc.**
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
mcgillvpdar@jwasearch.com

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# CAREERS CARRIÈRES

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Our focus:
teaching excellence
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If your aspirations include teaching in an atmosphere of excellence, we invite you to consider joining us in our community of learning. UCFV has full-time faculty positions commencing August 2006 in the following degree areas and disciplines

**CRIMINOLOGY**
**SOCIAL WORK AND HUMAN SERVICES**
**HISTORY**
**BUSINESS ADMINISTRATION, AVIATION**
**SOCIOLOGY**
**GEOGRAPHY**
**BUSINESS ADMINISTRATION**
**ECONOMICS**
**VISUAL ARTS**
**PSYCHOLOGY**
**KINESIOLOGY**

UCFV also has opportunities for Sessional Faculty in the Winter 2006 Semester in the following disciplines:

- COMMUNICATIONS
- PHYSICS
- SOCIAL WORK & HUMAN SERVICES
- BUSINESS ADMINISTRATION
- COLLEGE & CAREER PREPARATION
- GEOGRAPHY
- VISUAL ARTS
- MODERN LANGUAGES
- PSYCHOLOGY
- KINESIOLOGY AND PHYSICAL EDUCATION

For full details on these positions, follow the Employee Opportunities link on our website at

**www.ucfv.ca**

UCFV
UNIVERSITY COLLEGE of the FRASER VALLEY

DALHOUSIE UNIVERSITY
*Inspiring Minds*

## Assistant Professor Molecular Virology/ Viral Host Interactions

The Department of Microbiology and Immunology in the Faculty of Medicine at Dalhousie University is inviting applications for a full-time, tenure-stream faculty position at the level of Assistant Professor. The appointed individual will be expected to develop a nationally competitive research program investigating virus-host and/or virus-host cell interactions.

Dalhousie University is a research-intensive university located in Halifax, a cosmopolitan port city and capital of Nova Scotia (www.halifaxinfo.com). The Department of Microbiology and Immunology enjoys a vibrant and collegial atmosphere, where collaboration between disciplines is encouraged and supported. Recent multidisciplinary developments include the establishment of a Centre for Functional Genomics and Host Defence (including a state-of-the-art proteomics facility), and the Canadian Centre for Vaccinology. The Department wishes to enhance existing research strengths in molecular virology, viral pathogenesis, vaccines, viral oncolysis, and virus-cell interactions. Information on faculty research interests can be found at http://microbiology.medicine.dal.ca.

Applicants must have a Ph.D. or equivalent, extensive postdoctoral experience, demonstrated research potential, and an interest in contributing to teaching in the Department's undergraduate/graduate virology program. Closing date for applications is **December 31, 2005**. Please send curriculum vitae, a two-page description of your proposed research program, and the names and contact information of three references to:

**Christine Anjowski, Administrator**
**Department of Microbiology and Immunology**
**Dalhousie University**
**5850 College St.**
**Halifax, Nova Scotia B3H 1X5 Canada**
Email: c.anjowski@dal.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/ Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

dustries and technologies. The successful candidate will have national and international focus on at least two of the following areas: history and theory of political economy; comparative analysis of communication industries and regulatory regimes; international communication, global media studies, and global media governance. Candidates should have a PhD in communication, or a cognate field, with demonstrated skill in undergraduate teaching, including communication research methods. Candidates will be expected to supervise, mentor and teach graduate students, and to participate in the governance and affairs of the School. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All appointments are subject to budgetary authorization. Applications should include a CV, a statement of research and teaching interests, and a sample of published work (or a work prepared for publication). Letters from three referees should be sent directly to the School. Applications must be received by November 30, 2005, addressed to: Dr. Martin Lebe, Director, School of Communication, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada.

■ **COMMUNICATION — University of Ottawa.** The Faculty of Arts of the University of Ottawa welcomes candidacies for the position of Director of the Department of Communication. The Department is expanding, and offers undergraduate and graduate programs and in both media and organizational studies. The successful candidate will be able to project and to achieve a vision of the role this discipline shall play within our Faculty and our University, both of which are embarking on new strategic paths. Candidates should hold a PhD, have a significant body of publications and a strong record of research funding, possess administrative and university experience, and be fluent in English and French. Hiring will be at the rank of Associate or Full Professor in a tenure-track position. The starting date is July 1, 2006. Each applicant should submit a curriculum vitae, examples of recent publications and arrange for three confidential letters of recommendation to be sent separately by December 15, 2005 to: Dr. George Laing, Dean of Arts, University of Ottawa, 60 University Street, Ottawa, ON, K1N 6N5. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Equity is a University policy.

■ **COMPUTER ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Science, Memorial University of Newfoundland, invites applications for regular term or teaching term appointments in the field of Computer Engineering. Desired areas of expertise include digital hardware design, computer architecture, software design, hardware/software co-design, and embedded and real-time systems. Candidates should have a Master's degree or an earned PhD degree in Computer Engineering, Electrical Engineering, or a cognate area. The appointments will be for an initial 3 year term at the rank of Lecturer or Assistant Professor, depending on the qualifications of the candidate. Successful candidates will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, developing undergraduate laboratories, supervising graduate students, and other educational, scholarly and professional activities. A successful candidate should be eligible to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, as well as active graduate and research programs. For information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at www.mun.ca. Applicants should send a curriculum vitae, the names of three referees and a one-page statement of teaching and research interests. Copies of three relevant technical publications may also be included. Forward to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax #: (709) 737-8975; Reference: CMP-05-01. The search committee will begin to review applications on December 16, 2005 and will continue to do so until the positions are filled. The positions are subject to budgetary approval. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **COMPUTER SCIENCE — Carleton University.** The School of Computer Science at Carleton University invites applications for a Tier II Canada Research Chair (CRC) in Bioinformatics. The School is particularly seeking a computer scientist whose research focuses on problems in Biology. The Canada Research Chair programme (www.chairs.gc.ca), established by the Government of Canada, promotes internationally-recognized research at Canadian universities. Carleton University is located in Ottawa, Canada's capital. Ottawa has a strong and rapidly growing industrial sector in the life sciences. Excellent opportunities exist in the Ottawa region for collaborative work with federal government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. The School's research strengths include algorithms, high performance computing, databases, biologically-inspired computing, network and distributed computing, and digital security. The School has an NSERC Industrial Research Chair in Applied Parallel Computing and a Tier I CRC in Network Security. The School is a partner in the High Performance Computing Virtual Lab consortium (HPCVL), which recently received $12.8M in additional government funding. The Department of Biology at Carleton has several researchers with interests in Bioinformatics, and close links in teaching and research with the Department of Biology at the University of Ottawa through a joint graduate programme. In addition, the School and the Department of Biology have recently developed an undergraduate programme in Bioinformatics, currently offered as a stream within the Bachelor of Computer Science degree programme. This tenure-track appointment will be at the rank of Assistant Professor or Associate Professor, depending on qualifications, and will be conditional on the successful candidate being approved as a Tier II Canada Research Chair. The successful candidate will have a PhD in Computer Science or related discipline, demonstrated expertise in Bioinformatics, an outstanding record of research accomplishments, show strong potential to become a leader in his/her disciplinary area, and have an interdisciplinary orientation which will facilitate interactions with researchers in Biology and Biochemistry in particular. The deadline for receipt of applications is December 31, 2005, but applications will be considered as long as the position remains unfilled. The anticipated start date is July 1, 2006 (but no later than January 1, 2007). Candidates should send a curriculum vitae and a statement outlining their past research and future research plans, and arrange for letters from three referees to be sent to CRC Search Committee, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6, Canada. E-mail: director@scs.carleton.ca; Tel: 613-520-4330; Fax: 613-520-4334. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, Aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for two tenure-track faculty positions in the School of Computer Science, in the areas of bioinformatics and software security, respectively. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2006 calendar year. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies such as IAnywhere Solutions Inc., Maplesoft Inc. and Open Text Corp. For more information on the School of Computer Science, please see our web page at http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as the positions are available. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **COMPUTING SCIENCE (ARTIFICIAL INTELLIGENCE) — University of Alberta.** The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a position at the level of assistant or associate professor in the area of artificial intelligence (www.cs.ualberta.ca). This is a soft funded tenure track position. The initial appointment will be for three years, and continuation is subject to availability of funding. The successful candidate will be working with the Alberta Ingenuity Centre for Machine Learning (www.aicml.ca). Candidates should have a PhD in Computing Science or equivalent, with specialization in artificial intelligence. Preference will be given to applicants with knowledge and experience in machine learning, with an emphasis on reinforcement learning. The candidate is expected to establish their own research program, supervise graduate students, and teach at both the graduate and undergraduate level. The Department highly values curiosity-driven research. Strong communication skills, project management, interpersonal skills,

## UNIVERSITY OF WATERLOO

### TENURE-TRACK FACULTY POSITIONS
### SCHOOL OF ARCHITECTURE

The University of Waterloo School of Architecture invites applications for four tenure track faculty positions commencing on January 1, or May 1, 2006. The School offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The undergraduate portion of the programme also requires twenty months of cooperative work term experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Cultural literacy, environmental stewardship and technological innovation are central to a programme that addresses local, national and international issues through research and experimentation.

The School has recently relocated from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides open, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musagetes Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, Café and fitness facility. The School has run an international studio in Rome for 25 years. Virtually every fourth year student participates in this award-winning programme. (please see www.uwrp.org). We also maintain close connections with architectural and design offices around the world that employ coop students, and with professional organizations and individuals in related disciplines. The community of 320 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part-time faculty works in a spirit of fellowship and collaboration. The building and the School are integrated in the life and fabric of the local community.

Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School.

■ **ARCHITECTURAL DESIGN** (2 Positions)
The successful applicants will teach in Design Studios at the Graduate and Undergraduate levels, teach in one or more of the other three theme areas (Cultural History, Environment or Technology) and supervise graduate student research. This versatility is essential since the school teaches a full design studio starting in first year, through to the Master's programme. Hence a record of innovative design teaching at the university level is essential. We look to one of the successful candidates to have a particular interest in introductory design. We seek candidates with expertise in professional practice, and/or sustainable design, and/or urban design, and/or digital technology. All design faculty must have a record of significant achievement in university teaching and scholarship or creative design activity. Applicants must possess a professional degree in Architecture and an advanced degree or equivalent experience.

■ **STRUCTURAL DESIGN & CONSTRUCTION** (1 Position)
The successful applicant will teach courses in Structural Design and Building Construction at the Graduate and Undergraduate levels, teach in another of the theme areas of Design, Environment or Cultural History and supervise graduate students. The holder of this position will carry on a programme of innovative scholarly work, assist in the development of the overall research enterprise in design and technology in the School of Architecture and pursue possible collaborations with researchers in other departments in the Faculty of Engineering. Applicants should possess a doctorate and a record of successful teaching in a school of architecture. We require a high degree of versatility since Waterloo is a school in which the discussion of architectural issues is broad and inclusive. We do not operate as separate disciplines, hence synthetic imagination and a background in interdisciplinary activity is absolutely essential. We look to the successful applicant to develop curriculum, forge links with external professional, academic and industrial organizations and increase the level of funding for graduate students and research in the School.

■ **CULTURAL HISTORY** (1 Position)
The Cultural History stream is one of the hallmarks of the School of Architecture at Waterloo. Cultural literacy and critical discourse sustain the life and spirit of the institution. The Cultural History core extends through the entire Undergraduate Programme and supports the quality of research and writing at the Graduate level. The successful applicant will have a doctorate in an area of cultural studies in the period from late antiquity to the Enlightenment and a demonstrated interest and expertise in architecture. In teaching at the Undergraduate and Graduate level, it is of the utmost importance that the candidate be capable of linking diverse modes of human artistic expression and thought. A record of accomplishment in scholarship and teaching at the university level is required.

The Search Committee will begin to consider applications on November 1, 2005. Please submit a letter of application, a full curriculum vitae and names and contact information of three referees to Professor Eric Haldenby, Director, preferably by e-mail: erhalden@uwaterloo.ca or by post at University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada N1S 2H4.

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, native peoples, and persons with disabilities.*

University of Waterloo

BUILDING A TALENT TRUST

# CAREERS CARRIÈRES

and team leadership are important qualities. The Department is well known for its collegial atmosphere, dynamic and well-funded research environment, and superb teaching infrastructure. Its faculty are internationally recognized in many areas of computing science, and enjoy collaborative research partnerships with local, national, and international industries. The University of Alberta, located in the provincial capital of Edmonton, is one of Canada's largest and finest teaching and research institutions, with a strong commitment to undergraduate teaching, community involvement, and research excellence. As a population center of 1,000,000, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and activities. In a natural setting close to the Canadian Rockies. Alberta's innovative funding initiatives for supporting and sustaining leading-edge IT research have attracted world-class researchers and outstanding graduate students to our Department and to the campus. Further information about the Department and University can be found at www.cs.ualberta.ca. The competition will remain open until a suitable candidate is found. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests and reprints of their three most significant publications electronically to eventt@cs.ualberta.ca or by mail to: Iris Evenitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **COMPUTING SCIENCE (ROBOTICS) — University of Alberta.** The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a position at the level of assistant professor in the areas of image/signal processing and algorithm design. This is a soft-funded tenure-track position. The initial appointment will be for three years, and continuation is subject to availability of funding. This position is in support of a major research initiative, funded by the federal and provincial governments and industrial partners, on developing intelligent sensing technologies for monitoring oil sand mining operations (see www.cs.ualberta.ca/~erim). Candidates should have a PhD in Computing Science or Electrical Engineering, with specialization in image and signal processing or computer vision. Preference will be given to applicants with knowledge and experience in adaptive image/signal processing, stochastic and multiscale techniques for image modeling and analysis, and sensor fusion (intensity/range) algorithms. The candidate is expected to establish their own research program, develop novel solutions to practical industrial problems, supervise graduate students, and teach at both the graduate and undergraduate level. The Department highly values curiosity-driven research. The Department is well known for its collegial atmosphere, dynamic and well-funded research environment, and superb teaching infrastructure. Its faculty are internationally recognized in many areas of computing science, and enjoy collaborative research partnerships with local, national, and international industries. The University of Alberta, located in the provincial capital of Edmonton, is one of Canada's largest and finest teaching and research institutions, with a strong commitment to undergraduate teaching, community involvement, and research excellence. As a population center of 1,000,000, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and activities. In a natural setting close to the Canadian Rockies. Alberta's innovative funding initiatives for supporting and sustaining leading-edge IT research have attracted world-class researchers and outstanding graduate students to our Department and to the campus. Further information about the Department and University can be found at www.cs.ualberta.ca. The competition will remain open until a suitable candidate is found. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests and reprints of their three most significant publications electronically to eventt@cs.ualberta.ca or by mail to: Iris Evenitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CRIMINOLOGY — Wilfrid Laurier University (Brantford Campus).** Laurier Brantford will be hiring one new faculty member in general criminology or criminology theory on limited term appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on this position.

## D

■ **DRAMATIC ARTS — Brock University.** Brock University invites applications for a tenure-track appointment teaching Acting and Voice in the Department of Dramatic Arts (DART), beginning July 01, 2006. This position is subject to budgetary approval and is expected to be at the rank of Assistant Professor. Candidates should possess an MFA specializing in Voice and Acting, demonstrate excellence in teaching at the post secondary level and have substantial accomplishments in creative research. This appointment will teach second and third year acting courses, supervise students in productions such as the Spring Arts Festival and may be asked to direct or participate in main stage production. The preferred candidate should have broad experience in the practice of theatre in professional and other communities, and an interest in praxis, the integration of theory with practice that characterizes our dynamic department. In addition, expertise in one or more of the following areas would be an asset: directing, interdisciplinary performance, drama in education and society, mixed media performance, critical performance theory, a physical discipline such as Yoga, Laban, martial arts practice or fight choreography. DART offers a BA and a BA Honours in Theatre, Dramatic Literature or Drama in Education and Society; a four-year BA in Theatre; a concurrent BA/B Ed and Co-op options in Drama in Education and Society, Theatre and Dramatic Literature. Further a Certificate in Drama in Education is offered. The program currently has six tenured or tenure-track faculty, two full time technical staff, and several part-time instructors drawn from education and from the professional theatre. More information on DART can be found on the website www.brocku.ca/dramatic_arts/. Brock University is located by Lake Ontario in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one and a half hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with a broad range of cultural and recreational opportunities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. The salary is competitive and commensuate with qualifications. Applications will be accepted until January 15, 2006 and should be submitted, with a curriculum vitae, a plan articulating creative research direction for the next five years, and the names of three referees, to: Dr. Derek Knight, Chair, Department of Dramatic Arts, Brock University, St. Catharines, ON, L2S 3A1. E-mail: dknight@brocku.ca.

■ **DRAMATIC ARTS/GBLS — Brock University.** Brock University's Department of Dramatic Arts (DART) and Centre for Great Books/Liberal Studies (GBLS) invite applications for a tenure-track cross-appointment at the rank of assistant professor in theatre history before the twentieth century. In addition, expertise in one or more of the following areas would be an asset: directing theatre, cultural criticism, pedagogical innovation, drama in education and society, music, or the visual arts. Applicants should have a PhD or be very close to completion at the time of application. The position is subject to final budgetary approval. The successful candidate will teach courses such as DART 2F94, "Theatre as Cultural Practice I," and GBLS 3P90, "Great Books Seminar III: Power, Reason and Imagination." The successful candidate will also demonstrate substantial research accomplishments and be committed to playing a dynamic part in the collaborative development of interdisciplinary research and teaching, in particular contributing to a new undergraduate liberal arts program that is developing out of GBLS. DART offers courses in three main streams: Theatre, Dramatic Literature, and Drama in Education and Society. Candidates should have an interest in praxis, the integration of theory with practice that characterizes DART. Courses in GBLS focus on the classics of Western (and occasionally non-Western) literature, thought and art (covering the social and natural sciences as well as the humanities and fine arts), and emphasis is placed on reading and discussing primary texts. The successful candidate will be based in the Department of Dramatic Arts but will divide teaching responsibilities equally between DART and GBLS and should therefore feel comfortable working in both settings. Applications will be accepted until January 31, 2006, and should be submitted with a curriculum vitae, research plan, a short statement on teaching, and the names of three referees to: Gyllian Raby, Department of Dramatic Arts, Brock University, St. Catharines, ON, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University may be found on the University website www.BrockU.ca.

## Faculty of Education

We have more than 3,000 students enrolled in undergraduate, pre-service, in-service, adult education and graduate (MEd and PhD) programs from the Niagara region, the greater Hamilton area, across Canada and the world. As well, the Faculty offers a variety of professional programs and conducts research related to JK-12, higher education and related topics.

As of July 1, 2006, Brock University is moving to a base teaching load of 2 full courses for faculty members in all disciplines. In response to this the Faculty of Education announces the following openings:

- Education Law/Ethics (Elementary and Secondary panels)
- Social Studies (Elementary Education)
- Health and Physical Education (Elementary/Secondary Education)
- Music (Elementary Education)
- Computers in the Classroom (Elementary Education)
- Comparative and International Education

The details for each position can be found in the individual advertisements in this edition of this publication and by visiting our website at www.brocku.ca/hr/careers/faculty.html or the Faculty of Education website www.brocku.ca/fed

Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005.

Located at the centre of the Niagara region, Brock University offers strong undergraduate, graduate, professional and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000.

The Niagara region, home to Brock University, offers a beautiful environment and unique lifestyle which includes diverse recreational activities, affordable housing, excellent schools, world-class wineries and restaurants, and close proximity to the Great Lakes, the American border, and the large urban centre of Toronto.

**Brock** www.brocku.ca/hr/careers/faculty

BROCK UNIVERSITY ST. CATHARINES ONTARIO CANADA

## GRADUATE SCHOOL OF PUBLIC POLICY

**The Graduate School of Public Policy**
**Faculty of Graduate Studies and Research**

The Graduate School of Public Policy invites applications for two probationary (tenure track) faculty positions at the rank of **Assistant Professor** commencing July 1, 2006.

As Canada's newest Graduate School of Public Policy, we are seeking applicants from 3 broad areas: governance and public management, policy evaluation and public finance, and health policy and management. We will also consider applicants with outstanding academic qualifications in areas that are aligned with, but don't necessarily fit neatly into, the above three themes. Candidates should be able to teach a combination of some of the following: public administration, public policy analysis, public policy evaluation, quantitative or qualitative methodology, macro and micro-economics or public finance. Secondary substantive policy expertise in areas such as health policy, gender, economic development, environmental policy, agriculture or other policy areas would be an asset. Candidates should have a strong record of research and teaching and a demonstrated interest in applying academic research to address real-world public policy problems.

Candidates should have the ability to effectively teach professional and pre-professional graduate students. Primary responsibilities of the position include: (1) carrying out a program of research leading to scholarly publication; (2) teaching graduate courses; and (3) participating in outreach and public service activities as well as internal service.

We are especially interested in candidates with completed PhDs in political science, economics, public policy, or other policy related disciplines.

Review of applications will begin Dec 1, 2005 and will continue until all the positions are filled. To apply, submit a covering letter, a current CV, a writing sample, a statement of research and teaching interests, contact information for three referees, and arrange for the forwarding of official transcripts, to:

Dr. Ken Rasmussen
Director, Graduate School of Public Policy
University of Regina
Regina, Saskatchewan
S4S 0A2
Email: gspp@uregina.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

**UCFV**

## SHAPE THE FUTURE OF ONE OF CANADA'S FASTEST GROWING UNIVERSITIES

In its short, three decade history, University College of the Fraser Valley has been a story about expansion and evolution. You will embrace this look-forward vs. revel-in-the-past spirit as UCFV expands its programs, its facilities and its enrolment of 10,000 students. You will play a seminal role in the creation of undergraduate, graduate and research programs to augment the eighty already in place. Ready to guide a metamorphosis?

# V.P., ACADEMIC & PROVOST

The best testament to the quality of education and experience at UCFV is the constantly accelerating demand among Canadian and international students. You will champion academic expansion and ambition to match the growth of a Fraser Valley population that's expected to double in the next 20 years. Work closely with the President, the Deans, students, faculty and community partners to keep UCFV's degree programs relevant to the real world and in the vanguard of learning. Use your leadership abilities to help the university to continue to establish its stature in the academic community.

Since earning your Ph.D., you have risen steadily to a position of Dean, AVP Research or VP Academic. A consensus leader, you are now ready to take on a pivotal building role with one of Canada's most exciting, multi-campus institutions. Report directly to the President. Generate and share insight.

All responses to The Caldwell Partners are confidential. Please indicate your interest in Project 8169 through the Opportunities section of www.caldwell.ca, by email to vancouver@caldwell.ca, or in writing to 1095 West Pender Street, Suite 850, Vancouver, British Columbia, V6E 2M6.

**THE CALDWELL PARTNERS**

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# CAREERS CARRIÈRES

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■ **EARTH SCIENCE — University of Toronto at Mississauga.** The University of Toronto at Mississauga, Department of Chemical & Physical Sciences, invites applications for a tenure-stream position in Earth Science at the rank of Assistant Professor, effective July 1, 2006. Applications will be accepted in all areas of Earth Science but preference will be given to candidates with research interests in geochemistry, paleoclimatology or neotectonics. Applicants should possess a PhD in Earth Science or allied field, a strong academic background, an excellent research record and potential for excellence in teaching. The successful candidate will be expected to conduct an active and innovative research program and be able to teach Earth science at the undergraduate and graduate levels. Salary will be commensurate with qualifications and experience. The successful candidate will be located in the Department of Chemical & Physical Sciences, University of Toronto at Mississauga (UTM), and will also be a member of the graduate Department of Geology, University of Toronto. Further information can be found at http://www.utm.utoronto.ca/cps and http://www.geology.utoronto.ca/. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until December 1, 2005. Applicants should provide a curriculum vitae, a statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Professor G.W.K. Moore, Chair, Earth Science Search Committee, Department of Chemical & Physical Sciences, University of Toronto at Mississauga, Mississauga, Ontario, Canada, L5L 1C6, Email: gwk.moore@utoronto.ca.

■ **EARTH SCIENCES — University of Waterloo.** The Department of Earth Sciences at the University of Waterloo invites applications for three tenure-track positions. We seek outstanding candidates at the level of Assistant to Full Professor who are capable of building strong research programs in a dynamic department that enjoys international recognition for advanced groundwater-focused studies within an innovative geoscience teaching and research program. Interest and expertise in multidisciplinary research approaches would be an asset. Candidates will also be expected to participate actively in a comprehensive undergraduate curriculum that spans the breadth of the traditional and environmental earth sciences. The Department of Earth Sciences has a well-funded and diverse research program involving 19 full-time faculty, 9 research faculty, 35 research staff and over 90 graduate students. The department has capability to support a broad range of field-oriented studies through an extensive drilling, sampling and instrumentation infrastructure, including shallow geophysical techniques and down-hole stratigraphic logging, an internationally renowned Environmental Isotope Laboratory, aqueous and organic geochemistry laboratories and high-performance computing resources. Active collaborations and cross-appointments exist with researchers in other departments, including Civil, Mechanical and Chemical Engineering, Biology, Chemistry, Physics, Geography and Computer Science. Waterloo is home to the Waterloo Institute for Groundwater Research and also hosts the Canadian Water Network, a national network of Centres of Excellence. Further information about the Department and these positions can be accessed at: http://www.science.uwaterloo.ca/earth/. Tenure-track faculty are sought in the following areas: Sedimentology/Quaternary Geology — field-based specialization in clastic sedimentology/Quaternary geology. Familiarity with ground penetrating radar and other modern geophysical techniques would be an asset. Research areas of interest could include paleoenvironments/paleoecology/paleoclimatology, water and mineral resources. Contaminant Hydrogeology — field-based specialization in current and emerging research related to the general area of contaminant hydrogeology and physical hydrogeology. Specific areas of interest could include processes and technologies related to groundwater remediation, investigation of flow and transport processes in low-permeability and fractured media and the fate and persistence of industrial contaminants in groundwater. Physical Hydrogeology/Hydrogeochemistry —field- and/or laboratory-based specialization in physical and/or chemical processes related to flow through porous media. Relevant research interests within the general area of hydrogeology could include contaminant transport, soil physics and unsaturated zone processes, immiscible fluids, hydrogeochemistry and geomicrobiology. Evaluation of candidates will begin 1st October 2005 and continue until the positions are filled. A complete application must include a full curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names of at least three referees. Please identify the position(s) for which the application is intended. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Applications should be directed to the Search Committee Chair, Department of Earth Sciences, University of Waterloo, Waterloo, ON, N2L 3G1, Canada (email: klalbec@sciborg.uwaterloo.ca).

■ **EARTH SCIENCES — St. Francis Xavier University.** St. Francis Xavier University is now inviting applications for a tenure-track appointment in the Earth Sciences Department at the rank of Assistant Professor. The appointment will commence July 1, 2006. We seek a person with a strong background in both solid and environmental Earth Sciences, specializing in Hydrogeology, with a strong potential for excellence in both teaching and research. Applicants are asked to submit a curriculum vitae, names and addresses for a least three referees and a statement on how your research and teaching interests will contribute to both the solid and environmental earth sciences, to: Dr. Michael Melchin, Department of Earth Sciences, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, Canada, B2G 2W5. Further information can be obtained by contact Dr. Melchin by e-mail mmelchin@stfx.ca; phone (902) 867-5177; or fax (902) 867-2414; or at the web sites of the Earth Sciences Department: http://www.stfx.ca/academic/earth-sciences/. Applications for this position should be received no later than January 31, 2006. This position is subject to budgetary approval. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. In the event that such a candidate is not identified as suitable, appropriately qualified non-Canadians will be considered, and are therefore welcome to apply. StFX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and persons with disabilities.

■ **ECONOMICS — Carleton University.** Applications are invited for a tenure-track Professorship, subject to budgetary approval, to commence in the 2006-2007 academic year. The rank and salary of this position will be dependent upon the qualifications of the successful candidate. The position involves teaching 2.5 credits over the year (5 half courses) with some flexibility of subjects. We are looking for candidates who already have tenure at their home university and who have demonstrated excellence in teaching. The position is ideally suited for an individual who would like to spend a year in the National Capital region with its rich cultural and recreational possibilities. The location also provides unusual research opportunities and the possibility for extended personal interaction with researchers and policy makers at the Bank of Canada, Department of Finance, Statistics Canada, CIDA, HRDC, Foreign Affairs, and other institutions. Applications should include the candidate's Curriculum Vitae and teaching evaluations or other evidence of teaching excellence. Applicants should also request that one letter of reference be sent directly to the Chair of the Appointments Committee. Applications should be submitted by regular mail and not by electronic mail. The competition will remain open until November 30th, 2005 or until the position has been filled. Please send applications and reference letters to: Chair, Appointments Committee, Department of Economics, Re: Visiting Professorship, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ECONOMICS — University of Winnipeg.** The Department of Economics, The University of Winnipeg, invites applications for one probationary tenure track appointment at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 2006. Salary is commensuate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and research. Fields of specialization are open and all qualified candidates are encouraged to apply. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents of Canada. Interested candidates should, by December 1, 2005, send curriculum vitae, including three letters of reference, and a sample of research to: Professor Sohrab Abizadeh, Acting Chair, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Fax: 204-774-4134, phone (204) 786-9394 or email s.abizadeh@uwinnipeg.ca.

■ **ECONOMICS — University of Guelph.** The Department of Economics invites applications for two tenure-track positions at the Assistant Professor level, effective July 1, 2006. The Department will consider strong candidates with research and teaching expertise in monetary economics, international economics, public economics or microeconomics. Candidates will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research, and be good teachers at all levels. Applications should include curriculum vitae and samples of research papers. Applicants should arrange for letters from three referees to be sent directly. Applications should be submitted not later than November 30, 2005 to Professor John Livernois, Chair, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 or electronically to econjobs@uoguelph.ca. More information about the Department can be found at http://www.economics.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority.

■ **ECONOMICS — Wilfrid Laurier University.** Applications are invited for two tenure-track appointments commencing July 1, 2006. For one of the appointments rank is open; the other will be at the rank of Assistant Professor. Candidates at the Assistant Professor level will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research and be good teachers at all levels. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in environmental/resource economics, public economics, industrial organization and health/education economics. Duties include teaching at the undergraduate and graduate level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Electronic applications are encouraged and should be sent to Dr. Alastair Robertson at arobertson@wlu.ca.

■ **ECONOMICS — McMaster University.** Applications are invited for an Assistant Professor position in the Department of Economics at McMaster University. The position is open both to entry-level candidates and to more senior Assistant Professor candidates. The department has a particular interest in hiring in the fields of international economics, macroeconomics, economic development, experimental economics, environmental/resource economics, industrial organization, public economics or applied microeconomics. Outstanding applications from outside these fields are also welcome. The position commences July 1, 2006. The Department is a research-intensive academic unit. The appointee will be expected to conduct an independent research program yielding significant peer-reviewed publications and attract peer-reviewed research funding as well as teach undergraduate and graduate students and supervise doctoral students. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities. Applications should be sent by post or courier to: Professor Stephen Jones, Associate Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4. Email or Fax applications will not be considered. An application should include as a minimum an application letter, a curriculum vitae, a research paper or research summary, summary teaching evaluation information if applicable and three sealed, confidential reference letters. The Department will begin reviewing applications in November 2005.

■ **ECONOMICS — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Economics (AOS Open) at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Ronald Meng, Acting Head, Department of Economics, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2368, Fax: 519.973.7096, E-mail: econhead@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ECONOMICS — University of Alberta.** The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a tenure-track position at the Assistant Professor level, starting July 1, 2006. Applications from outstanding individuals in all fields are encouraged. We are especially interested in candidates with teaching and research interests in macroeconomics and international economics. Qualified candidates should hold a PhD (or be close to completion) and demonstrate outstanding potential for a research career. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. Salary is commensuate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of current research papers, and, if available, a teaching dossier and evaluations of teaching performance to: Dr. André Plourde, Chair, Department of Economics, 8-14 Henry Marshall Tory Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. The closing date is November 30, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. To find out more about us, please consult our website: www.ualberta.ca/economics/.

■ **ECONOMICS — University of British Columbia.** The Department of Economics has one or two one-year visiting positions to replace faculty on sabbatical leave. Starting date: July 1, 2006. Positions are at any rank. Qualifications: candidates must hold a PhD and have a home university where they hold a permanent position. Candidates must have a strong background in research and teaching. Application deadline is December 31, 2005. Inquiries and letters of application, including c.v., should be sent, preferably by email to econhead@interchange.ubc.ca, or alternatively to Head, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity.


Saint Mary's University
Halifax, Nova Scotia, Canada

## Canada Research Chair (Tier II) International Development Studies

Saint Mary's University has a longstanding and extensive record of excellence in International Development Studies. As part of its strategy to expand and strengthen its interdisciplinary approach to international development issues, the University now invites applications and nominations for a Tier II Canada Research Chair in International Development Studies (IDS).

The specific area of research is open, but we are particularly interested in a candidate whose research promotes linkages with wide-ranging interdisciplinary and internationally oriented scholarship underway in the Faculty of Arts. We welcome applications from candidates with specializations in any of the following areas: community-based development, crime and underdevelopment, transnational populations and international migration, and religion and development. We are especially interested in candidates whose research emphasizes the sociological, economic and/or cultural dimensions of development issues. Applicants should be engaged in research that is focused on either Latin America or Asia, but with global relevance.

The Government of Canada funds the Canada Research Chairs program to promote world-class research in Canadian universities. According to the guidelines for Tier II Chairs, the successful candidate will have completed her or his PhD sometime in the past ten years and will have accumulated a record of significant published research relating to one or more of the fields related to International Development Studies. The candidate will also have a demonstrated capacity to work with an interdisciplinary community of scholars and graduate students. The successful candidate is expected to make a significant contribution to the building and consolidation of interdisciplinary research related to Latin America and/ or Asia within the broader international development research program at Saint Mary's University. Subject to review and approval of the Canada Research Chairs Secretariat in Ottawa, the appointment to Saint Mary's University will be made at the rank of Associate Professor and will include cross-appointment between International Development Studies and an appropriate academic department in Saint Mary's University.

Saint Mary's University is committed to serving the local, regional, national and international communities, a commitment it realizes through a broad spectrum of outreach activities, well-focused research programs, and contributions to life-long learning. Its international character is reflected in its high proportion of international students, student mobility programs, and success in securing funding for international projects and related research. Saint Mary's has collaboration agreements with universities and educational agencies around the world. Scholars in the Faculty of Arts play a key role in these strategic priority areas of research, and their interdisciplinary curriculum and research supervision serves both undergraduate honours and MA degrees. IDS is the largest Faculty of Arts graduate program at the University with approximately 50 students actively engaged in IDS graduate research. Faculty members associated with IDS are involved in a broad range of externally-funded projects, and their research has been extensively published.

Applicants are asked to submit a curriculum vitae, an example of recently published work, and a proposal outlining their intended research program. They should also provide the names, addresses and contact number for three referees. Applicants are responsible for ensuring that their files are complete. Review of applications will begin **October 1, 2005** and will continue until the position is filled. Application packages as well as names and contact information for references should be sent to:

**Dr. A. O'Malley, Coordinator**
**International Development Studies, Saint Mary's University**
**Robie Street, Halifax, Nova Scotia, B3H 3C3**

This advertisement is directed in the first instance to Canadian citizens or landed immigrants. Saint Mary's University is committed to the principles of employment equity by gender and ethnic affiliation.

**www.smu.ca**



Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position:

## Assistant/Associate Professor, Marketing Management or Organizational Behaviour

The Centre for Innovative Management (CIM) is Athabasca University's graduate school of business, home of Canada's largest Executive MBA, and is located in the City of St. Albert, AB (adjoining Edmonton). Visit our website at **www.mbe.athabascau.ca.**

Candidates must be competent in the use of computing technology, demonstrate strong research skills and innovative approaches to teaching, and be able to make a significant contribution to the development of MBA and doctoral level programs. Successful candidates will hold a Ph.D. in one of the above subject areas and have a combination of relevant teaching, research and management experience. Candidates who have secondary specialties and cross-disciplinary teaching experience in other areas of management, are encouraged to apply. Experience supervising doctoral students is preferred.

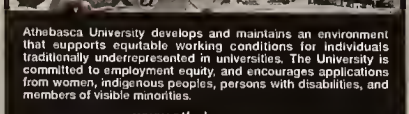
**This is a tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.**

Please refer to the full job profile on our Web site at:
**www.athabascau.ca/jobprofiles**

Further information about this position may be obtained from **Dr. Lindsey Redpath at (780) 418-7535** or via e-mail: **lindseyr@athabascau.ca**

**All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.**

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees by **quoting competition #CA-APMM-1011. This position will remain open until a suitable candidate is found.** Applications should be e-mailed to the **Human Resources Advisor, Human Resources at resume@athabascau.ca.**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

# CAREERS CARRIÈRES

■ **ECONOMICS — Ryerson University.** Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. The Department seeks to fill three tenure-track positions, rank open. Assistant Professor applicants must have completed a PhD in Economics (or expect to do so by September 2006), and show potential for excellence in teaching and research. Associate or Full Professor applicants must have established records of ongoing excellence in teaching and research. While applicants in all fields will be considered, the Department is particularly interested in candidates with specialization in environmental/resource economics, industrial organization, international economics/trade, and microeconometrics. Successful candidates will be expected to teach at both the graduate and undergraduate levels. Information on the Department can be found at http://economics.ryerson.ca. Interested candidates should send a CV, a sample of research or published work, teaching evaluations and three reference letters to: Paul Missios, Chair, Department of Economics, Ryerson University, 350 Victoria Street, Toronto, ON, M5B 2K3. The deadline for initial consideration is November 18, 2005. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Computers in the Classroom (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary computers in the classroom, an understanding of or experience with pre-service teacher education in Ontario, and evidence of a strong commitment to scholarly research and publication. Successful elementary school teaching experience, a valid Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach elementary computers in the classroom to pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Social Studies (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary social studies with a specialization in history and/or geography, an understanding of or experience with pre-service teacher education in Ontario, and evidence of a strong commitment to scholarly research and publication. Successful elementary school teaching experience, a valid Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Social Studies (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary social studies with a specialization in history and/or geography, an understanding of or experience with pre-service teacher education in Ontario, and evidence of a strong commitment to scholarly research and publication. Successful elementary school teaching experience, a valid Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Music (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary music education, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful elementary and/or secondary school teaching experience, a valid Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach elementary music to pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Computers in the Classroom (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary computers in the classroom, an understanding of or experience with pre-service teacher education in Ontario, and evidence of a strong commitment to scholarly research and publication. Successful elementary school teaching experience, a valid Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach elementary computers in the classroom to pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Curriculum Law/Ethics (Elementary and Secondary panels). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. The Department seeks to fill three tenure-track positions, rank open. Assistant Professor applicants must have completed a PhD in Economics (or expect to do so by September 2006), and show potential for excellence in teaching and research. Associate or Full Professor applicants must have established records of ongoing excellence in teaching and research. While applicants in all fields will be considered, the Department is particularly interested in candidates with specialization in environmental/resource economics, industrial organization, international economics/trade, and microeconometrics. Successful candidates will be expected to teach at both the graduate and undergraduate levels. Information on the Department can be found at http://economics.ryerson.ca. Interested candidates should send a CV, a sample of research or published work, teaching evaluations and three reference letters to: Paul Missios, Chair, Department of Economics, Ryerson University, 350 Victoria Street, Toronto, ON, M5B 2K3. The deadline for initial consideration is November 18, 2005. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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Departments of Botany & Zoology
**University of Toronto**

## Director
## Koffler Scientific Reserve

The Department of Botany and the Department of Zoology at the University of Toronto invite applications for a tenured or tenure track position as Director of the Koffler Scientific Reserve, effective July 1, 2006. The rank of the position is open (Assistant, Associate, Full Professor) and the area of specialization includes all areas of ecology and evolution. Special opportunities exist for applicants with strong field components in their research and teaching programs. Opportunities exist for collaboration with aquatic and terrestrial biologists on all three campuses of the University of Toronto: St. George (downtown), UTM (Mississauga) and UTSC (Scarborough). The Departments of Botany and Zoology have both made recent hires in the areas of ecology and evolution and more are expected with physical geographers, foresters, chemists and physicists interested in environmental issues.

The successful applicant will have a PhD, post-doctoral or relevant experience, an outstanding academic record and evidence of potential for excellence in teaching. The appointee will be expected to build an active, externally funded and internationally recognized research program and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The appointee will be cross-appointed to the Department of Botany (http://arachnid.botany.utoronto.ca/newBotany/index.cfm) and Zoology (http://www.zoo.utoronto.ca).

Both departments offer a broad spectrum of programs where field biology is an integral component, and the directorship is an exciting opportunity to fully develop a unique field station that will attract researchers from other institutions. The successful candidate will serve a five-year term (renewable) as director and will live on site in a very attractive home. Responsibilities as director include all administrative aspects of the Reserve, including coordinating the research and teaching station, database management, grant writing, advancement activities, liaison with the local community and supervising administrative and technical staff. The director is expected to allocate approximately 50% of their time to these duties. Details on the Reserve can be found at (http://www.zoo.utoronto.ca/jokershill/jh.html).

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse communities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until **December 15, 2005**. Applicants should provide a cumulum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: **Professor Robert L. Baker, Chair, Department of Zoology, University of Toronto, Toronto, Ontario, Canada M5S 3G5.**

The successful candidate will be expected to teach undergraduate and graduate courses, to advise Master of Education students in their graduate research, to contribute to the Department of Graduate and Undergraduate Studies in Education, and to provide academic leadership in the Master of Education International Student Program. Opportunities to work in the teacher education programs administered by the Pre-Service Department are also available as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include a full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

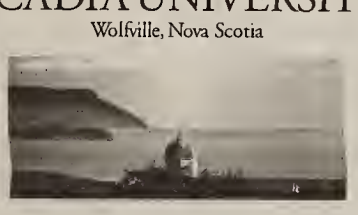
■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Health and Physical Education (Elementary/Secondary Education). The appointment, subject to budgetary approval, will commence July 1, 2006. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary and secondary school health and physical education, an understanding of or experience with pre-service teacher education in Ontario, and evidence of a strong commitment to scholarly research and publication. Successful elementary and/or secondary school teaching experience, a valid Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in elementary and secondary health and physical education to pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Information on Brock University and the Faculty of Education may be found on the university website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Comparative and International Education. The appointment, subject to final budgetary approval, will commence July 1, 2006, or as soon as possible thereafter. The preferred candidate is expected to hold an earned doctorate in education (ABD candidates will be considered) with a specialization in historical and contemporary trends and issues in comparative and international education. Candidates should possess first-hand experience in international settings, demonstrate a strong commitment to scholarly research and publication, and have an excellent command of English. The ability and means to travel to off-campus locations for instructional purposes is a requirement of employment. Successful K-12 teaching experience will be an asset.

■ **EDUCATION — University of Lethbridge.** The Faculty of Education at the University of Lethbridge invites applications to fill a three-year term position at the rank of Lecturer or Assistant Professor for the Campus Alberta Applied Psychology Master of Counselling Program to begin May 1, 2006. The position is located in Lethbridge, Alberta. The University of Lethbridge, Athabasca University, and University of Calgary offer the Campus Alberta Applied Psychology Master of Counselling Program, the first Canadian distance learning alternative for students seeking to train as Professional Counsellors or Counselling Psychologists. Candidates should have a doctorate in Counselling Psychology or Applied Psychology and must be eligible for chartering as a psychologist in the Province of Alberta. Preference will be given to candidates with a minimum of two years of successful classroom teaching experience; who are eligible for teacher certification in Alberta (BEd or equivalent); and who have expertise in one or more of counselling or applied psychology, school counselling, career counselling, gender issues, diversity/multicultural counselling, or counsellor education. Experience in distance education, particularly in the application of innovative learning technologies, is a definite asset. The successful candidate will be required to function as part of a collaborative, interuniversity, and interdisciplinary team. Candidates are expected to have a strong research and publication record and to show promise of maintaining an active research program. Community-based, applied research skills and experience are an asset. The successful candidate will also be expected to participate in the design and delivery of graduate programming, to contribute to the discipline through on-going research, to supervise graduate students, to contribute to the teaching and supervision of students in the undergraduate program, and to engage in service activities at the university and in the CAAP program. The successful candidate will be an innovative thinker and committed to enhancing the flexibility, accessibility, and responsiveness of graduate programming in Counselling and Applied Psychology. Salary will be commensurate with rank and experience. Applications, which must be accompanied by a curriculum vitae and the names of three references, should be sent to Dr. Kris Magnusson, Acting Dean, Faculty of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Electronic applications are welcomed and may be sent to kris.magnusson@uleth.ca. The closing date for applications is December 31, 2005, with interviews scheduled for January/February 2006. For further information about the Faculty of Education, visit our website at http://www.edu.uleth.ca. This position is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

# ACADIA UNIVERSITY

Wolfville, Nova Scotia



Acadia is a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence. Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

***Acadia University invites applications for the following opportunities. Review of applications will begin immediately and continue until the positions are filled.***

## Faculty of Professional Studies

### *School of Business*

The Fred C. Manning School of Business Administration is home to 600 students from over 20 countries and 25 dedicated faculty members from a wide variety of professional backgrounds. Acadia graduates are recognized as among the best educated undergraduate students in Canada.

The School invites applications for one **tenure track position (#30124)** for appointment July 1, 2006. Candidates should have specialization in one or more of the following areas:

| | |
|---|---|
| Management Information Systems | E Commerce |
| Management Science | Operations Management |

Salary is commensurate with qualifications, teaching and business experience, and research record. The successful candidates should have a completed or near-completed Ph.D. or equivalent, and evidence of strong research potential.

As much of the instruction in the School is accomplished in a team environment, flexibility to teach in a subject area secondary to the candidate's academic expertise will be considered. Candidates are asked therefore to identify their area of academic expertise and their second teaching area of interest from the list above. Successful candidates will demonstrate a commitment to undergraduate teaching and are expected to develop an active research program. Practical business experience is valued to enhance the School's multidisciplinary approach to business, and offers faculty and students extensive opportunities for project work in the business environment.

Letters of application, identifying areas of research and teaching expertise, curriculum vitae, and the names of three referees should be sent to:

Professor Steven Enman, Director Manning School of Business, Acadia University, Wolfville, N.S. B4P 2R6
Phone: (902) 585-1216, Fax: (902) 585-1085, E-mail: steve.enman@acadiau.ca.

## Faculty of Arts

### *Economics Department*

The Department of Economics is seeking to fill a 9-month contractually limited-term position (# 40001T) commencing December 1, 2005. The successful candidate will expected to teach the principles of macroeconomics, second year statistics and a field course in economics.

Applicants should send by mail a curriculum vitae, (referring to the appropriate position number) and the names of three references, to:

John Davies, Department of Economics, Acadia University, Wolfville, Nova Scotia B4P 2R6
Phone: 902-585-1492, Fax: 902-585-1070, E-mail: john.davies@acadiau.ca.

*Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.*

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.*

*While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term.*

*For the most recent information available on faculty positions at Acadia University, please check our website at http://admin.acadiau.ca/faculty/homepage.html.*

ACADIA UNIVERSITY

# CAREERS CARRIÈRES

■ **ELECTRICAL & COMPÜTER ENGINEERING — University of British Columbia.** The Department of Electrical and Computer Engineering at the University of British Columbia Invites applications for a tenure track position at the rank of Instructor in the computer/software engineering area. The instructor will be mainly responsible for teaching undergraduate courses in the computer engineering and software engineering areas. Expertise in one or more of the following areas is expected: microprocessor and embedded systems; C/C++, Java programming; MATLAB®; digital system design including VHDL and Verilog; computer architecture, operating systems. Several of the courses have associated laboratory components. The position also provides opportunities to be involved in undergraduate and graduate student project supervision. A PhD or equivalent in an appropriate area is desirable but not essential if the applicant has an outstanding record of teaching and/or industrial experience. Eligibility for registration as a Professional Engineer in the Province of British Columbia would be an asset. Excellent teaching and communications skills are essential. Salary will be commensurate with experience. Additional information about the Department is available at http://www.ece.ubc.ca/. Information about instructor positions at UBC can be found at http://www.hr.ubc.ca/faculty_relations/. Applications will be considered on a continual basis until the position is filled. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a hard copy of their resumés and the names of at least three references to: Chair, Recruiting Committee, Department of Electrical and Computer Engineering, Kaiser Building, Room 5500, University of British Columbia, 2332 Main Mall, Vancouver, BC, V6T 1Z4

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in the areas of computer engineering, software engineering, VLSI/circuits, information security, photonics, MEMS, control/mechatronics, signal/image processing, quantum computing, and nanotechnology engineering. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at http://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Applications will be accepted until the position is filled.

■ **ENGINEERING — Simon Fraser University.** The School of Engineering Science at Simon Fraser University has embarked on a major initiative to develop new undergraduate and graduate degree programs in Mechatronic Systems Engineering (MSE) to be offered at the SFU Surrey Campus. Simon Fraser University opened its newest campus in Surrey in September 2002. SFU Surrey currently offers programs in interactive arts and technology, computing science and business administration, continuing studies and education. SFU Surrey will move into Central City, an award-winning architectural complex adjacent to the Surrey Central SkyTrain station in the fall of 2006. The new MSE program is expected to link with the School's existing strengths in microelectronics, telecommunications, intelligent systems and control, and biomedical engineering programs at the SFU Burnaby campus. The School is searching for a leader at the associate or full professor rank to champion the new MSE program. The candidate is expected to play a major role in the design of the curriculum as well as hiring faculty and staff at the new campus. Truly outstanding candidates with a proven record in mechatronics research and teaching are sought. A doctoral degree in mechanical, electrical or a closely related engineering discipline is required. In addition, registration or eligibility to register as Professional Engineer in the Province of British Columbia is required. The School of Engineering Science has a strong commitment to high quality research and offers an excellent research environment. Initial research support will be provided to the successful applicant for establishing his/her research program at SFU. The School has 36 faculty members, and is expected to grow further in the next few years. The School offers PhD as well as two master degree programs, and has a flourishing graduate population of about 150 full time and 50 part time students. Simon Fraser University serves about 18,000 students, while the School of Engineering Science has 550 students in its undergraduate program. The University has been ranked first in the "Comprehensive" category several times in the last number of years in a national ranking of Canadian universities carried out by Maclean's magazine. The university is located on top of Burnaby Mountain in Greater Vancouver and commands magnificent mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, including camping, hiking, mountaineering, downhill skiing, sailing, kayaking, boating, scube diving, saltwater and freshwater fishing, etc. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications will be accepted until the position is filled. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html. To apply, send curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of four referees to: Dr. Mehrdad Saif, P. Eng., Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6, Canada; email: saif@ensc.sfu.ca.

■ **ENGINEERING — University of Guelph.** We invite applications for a full-time, tenure-track position in the School of Engineering. The intention is to appoint at the Assistant Professor level. The position has been created as part of an NSERC Chair in Environmental Design Engineering which includes the development of an Urban Systems Environmental Design (USED) Centre. The mandate of the Design Chair, the USED Centre and the new position is to advance Environmental Design Engineering education and capabilities. The environmental challenges of community of Guelph are being brought into the undergraduate and graduate curriculum making the community a living, dynamic design lab. The community of Guelph has a population of approximately 100,000, a significant manufacturing and industrial base, the University, three large hospitals, and new and old subdivisions. Advance capabilities will focus on the development of design tools that support progress towards environmental sustainability across the entire community in an integrated manner. The initial focus of the USED Centre is on reduction of greenhouse gas emissions and on water quantity/quality issues. Applicants are to have a PhD degree in Engineering, be a Professional Engineer (or qualified and prepared to become a registered Professional Engineer) and have experience in engineering design. Applicants are also to have environmental experience within their field of engineering. All fields will be considered however, preference will be given to candidates that can demonstrate design experience in sustainable energy, sustainable energy supply, life cycle analysis, sustainable design and cleaner production. The successful applicant is expected to participate in the USED Centre, to establish a strong research program in environmental design engineering, to teach both graduate and undergraduate courses, and supervise graduate students (MEng, MSc, and PhD). The School of Engineering has 27 faculty, 15 staff, approximately 790 undergraduate students (27 percent of whom are female) and more than 100 graduate students. It currently offers CEAB accredited programs in Biological, Environmental, Systems and Computing, and Water Resources Engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $106 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 17,000 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application Deadline: December 31, 2005 or until a successful candidate is found. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications (including a CV, a statement of how your skills and experience will support the goals of the USED Centre, and the names and addresses of three referees) should be submitted to: Dr. Lambert Otten, P.Eng., Director, School of Engineering, University of Guelph, Guelph, ON, N1G 2W1. Email: otten@uoguelph.ca; Fax: (519) 836-0227.

■ **ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Sciences is seeking two permanent Coordinators for the Engineering Co-operative Education Program commencing February 1, 2006 or earliest thereafter. These are Academic Staff positions reporting to the Dean of Engineering. The Office of Co-operative Education is responsible for the overall operation of the work term component of the Bachelor of Engineering Program for a student body of approximately 1000 students with approximately a 75:25 percent male:female mix. The duties and responsibilities of the Co-operative Education Coordinator shall include developing suitable work term opportunities, management of the student placement process, developing and presenting professional development seminars, individual career and professional development counseling, monitoring and evaluating students in the workplace, making promotion recommendations to Faculty Council, implementing appropriate reflective learning activities and academic service. Travel is required within the province, nationally and occasionally internationally. The applicant shall have an undergraduate degree in engineering or related field. Membership in the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEG-NL) is highly desirable. The applicant will have broad experience and knowledge of engineering operations and functions in industry and government; demonstrate strong oral and written communication and interpersonal skills. An ability to provide effective liaison between students, employers and the University is required. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Consideration of applications will begin on December 1, 2005 and continue until the position is filled. Applications should be directed to: R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, NL, A1B 3X4; Reference: VPA-ENGI-2005-010 OR VPA-ENGI-2005-011.

www.careers.ualberta.ca

UNIVERSITY OF ALBERTA

EDMONTON, ALBERTA, CANADA

## Tenure-Track Positions

Applications are invited for a number of tenure-track positions in the Faculty of Education at the University of Alberta. The appointments will normally be at the Assistant Professor level. One or more of these positions may be offered at a senior level. Salary will be commensurate with qualifications and experience. The date of appointment will be July 1, 2006. Applicants will have a doctoral degree and a strong commitment to teaching, research, and scholarly publication.

The Faculty is one of the largest in the country serving approximately 3,200 undergraduate and 900 graduate students. A wide range of pre-service, professional development and graduate programs are offered, including a four-year BEd, two-year After Degree, five-year Combined Degree, Advanced Diploma, MEd, EdD, and PhD.

### The Department of Educational Policy Studies

Adult Education – Priority in hiring will be given to adult educators with experience in and commitment to supporting adult education practice, who have demonstrated strength in applying contemporary theories and global perspectives to adult education as a field of study and practice, who will contribute to one or more of the other areas of specialization in the department, and who have doctoral level research supervision experience. Applicants should have established a research program specializing in such areas of adult education as community-based education, distance education, labour education, work and lifelong learning, and adult education as a critical cultural practice.

International Education and History of Education – Priority in hiring will be given to educators with expertise in and commitment to International Education and the History of Education, as well as research supervision experience at the doctoral level. While the chosen candidate will be primarily working in the Theoretical, Cultural and International Studies area, the ability to contribute to one or more of the other areas of specialization in the department is essential. The successful applicant will be expected to (a) have an established research program in International Education, preferably with an historical orientation, and (b) work closely with existing faculty to promote and further develop the International Education program in the department and to bring expertise in the history of education to the department.

### The Department of Educational Psychology

Measurement, Evaluation and Cognition – Working in the Centre for Research in Applied Measurement and Evaluation (CRAME), the successful candidate will be expected to be engaged in an active program of research and publication commensurate with the Centre's mandate to conduct research in the areas of educational measurement, quantitative methods, and cognition. Teaching responsibilities will include courses in educational measurement, qualitative methods, and educational research methodology at the undergraduate and graduate levels, including such courses as applied statistical modeling for educational research, assessment design and analysis, and classical and modern test theories, as well as the ability to design and teach courses in subject areas such as multivariate statistics, factor analysis and multidimensional scaling, hierarchical linear modeling, survey research methodology, and statistical models for research synthesis.

Psychological Studies in Education Professional Stream: School Psychology – Preference will be given to individuals with research and teaching expertise in school-age intervention, problem solving approaches to linking assessment and intervention services, a focus on systems-level change (in school and community settings) and/or linking systems of care to address diverse needs of school-aged children and youth. The successful applicant will have experience in practicum and research supervision and have a strong commitment to research and training in School Psychology. We are seeking applicants who possess a doctoral degree in School Psychology, preferably from an APA or other nationally accredited program from a major research university. Preference will be given to candidates who have completed an APA/APPIC internship and would be eligible for registration within the College of Alberta Psychologists.

### The Department of Elementary Education

The Department of Elementary Education is seeking candidates in the area of Elementary Music Education. In addition to a doctorate focusing on the subject area, applicants should have successful music teaching experience in primary, elementary and/or middle years classrooms. Certification in Orff-Schulwerk, Kodály, or Dalcroze and expertise in choral music education is also desirable.

Major instructional responsibilities will involve teaching undergraduate and graduate curriculum and instruction courses as well as supervision of gradate students. Supervision of field experiences and/or teaching in one of the Departments off-campus BEd programs may also be involved in the instructional duties.

### The Department of Secondary Education

The Department of Secondary Education is seeking candidates in four areas: Career and Technology Studies (Business and Communication Technology); Physical Education; Physical Sciences Education; and Social Studies Education. Responsibilities will include teaching in one of these areas in our undergraduate and graduate programs, leadership in the area of specialization, and supervision of graduate students. Related teaching and research in an area such as curriculum theory, the scholarship of teaching, aboriginal pedagogies, media and communication or educational research methods would be definite assets.

Applications for specific positions, including a current curriculum vitae, statement of research interests, example of scholarly work, and the names of three references should be submitted to:

**Dr. Fern Snart, Dean**
**Faculty of Education**
**845 Education South**
**University of Alberta**
**Edmonton, AB, Canada T6G 2E5**

Applications will be evaluated commencing after December 15, 2005 and will continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority if suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

# CAREERS CARRIÈRES

■ **ENGINEERING SCIENCE — Simon Fraser University.** The School of Engineering Science at Simon Fraser University invites applications for two tenure-track assistant professor positions in Biomedical Engineering. Beginning in the Fall 2005, the School of Engineering Science and the School of Kinesiology at Simon Fraser have made a commitment to offer a joint program in Biomedical Engineering. The positions advertised here are two of three positions that are currently being searched for the joint Biomedical Engineering Program. The candidates' home will be the School of Engineering Science. Areas of particular interests are biomedical instrumentation; biophotonics; neuroprosthetic and human interface; medical imaging; telemedicine and assistive devices; computational biology and bioinformatics. Outstanding candidates with other research interests in biomedical engineering are also encouraged to apply. Applicants are expected to have a strong record of scholarly publications and a potential for outstanding and innovative research, as well as a strong commitment to excellence in research and teaching. A doctoral degree in a relevant engineering discipline is required. In addition, eligibility for registration as a Professional Engineer in the Province of British Columbia is required. The candidates will be expected to help spearhead the development of a new Center for Biomedical Engineering which will encourage interdisciplinary research and build upon existing strengths at Simon Fraser University in areas such as medical imaging, biophotonics, engineering for independent living (assistive and health monitoring devices), gerontology, neuroprosthetics, physiological systems, rehabilitation engineering and medical robotics. The new Biomedical Engineering Program will build upon existing strengths in biomedical engineering in the Schools of Kinesiology (see http://las.sfu.ca/kin) and Engineering Science (see www.ensc.sfu.ca). The School of Engineering Science has been on e path of strong growth at the Burnaby Campus and has embarked on a major initiative to develop new undergraduate and graduate degree programs in Mechatronic Systems Engineering (MSE) to be offered at the SFU's newest campus in Surrey, British Columbie. It is envisioned that the new Mechetronics Systems Engineering program will have close links with the Biomedical Engineering program in such areas es biomechatronics, biofluidics, etc. The School of Engineering Science has a strong commitment to high quality research and offers an excellent research environment. Initial research support will be provided to the successful applicants for establishing their research program at SFU. The School has 36 faculty members, and is expected to grow further in the next few years. The School offers PhD as well as two master degree programs, and has e flourishing graduate population of about 150 full time and 50 part time students. Simon Fraser University serves about 18,000 students, while the School of Engineering Science has 550 students in its undergraduate program. The University has been ranked first in the "Comprehensive" category several times in the last number of years in e national ranking of Canadian universities carried out by Maclean's magazine. The university is located on top of Burnaby Mountain in Greater Vancouver and commends magnificent mountain and oceen views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, including camping, hiking, mountaineering, downhill skiing, sailing, kayaking, boeting, scuba diving, saltwater and freshwetter fishing, etc. All qualified candidates are encouraged to epply; however Canadiens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilitres, gay men and lesbians. Applications will be accepted until the position is filled. Under the euthority of the University Act, personal information that is required by the University for academic eppointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html. To apply, send curriculum vitee, evidence of research productivity (including selected repnnts) and the names, addresses and phone numbers of four references to: D. Mehrdad Saif, P. Eng., Director, School of Engineering Science, Simon Fraser University, B88B University Drive, Burnaby, B.C., V5A 1S6, Canada; email: saif@ensc.sfu.ca.

■ **ENGLISH — University of Windsor.** The University of Windsor invites epplications for two faculty positions in the Department of English Language, Literature & Creative Writing in the area of Canadien Literature, Creetive Writing and Critical Theory commencing July 1, 2006. The first position will be at the rank of Assistent Professor and the second position will be at the Associate rank. For detailed position descriptions visit our wobsite at: www.uwindsor.ca/facultypositions. Contact: Dr. Karl Jirgens, Head, Department of English Language, Literature & Creative Writing, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2289; Fax: 519.971.3676; Email: jirgens@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGLISH — Ryerson University.** The Department of English invites applications for four open-rank positions in eny of the following areas of specielization: Americen studies (nineteenth and twentieth century), writing and rhetoric (including digital rhetoric), British nineteenth-century studies, and dramatic literature. Secondary areas of interest include: history of the book, nonfiction prose, poetry, populer culture, the early modern period, and the long eighteenth century. The appointments will be effective August 1, 2006. The successful candidates will have e doctorate in English (or a related discipline), and exhibit evidence of excellence in both research and teaching. Candidates with interests in the history of ideas and/or cultural studies, and e willingness to teach in collaborative environments and e facility with new media, are particularly encouraged to apply. Successief candidates will contribute to interdisciplinary programs at both the undergraduate and graduate levels. The Department of English offers innovative courses to a wide diversity of students. Located in the heart of Toronto's cosmopolitan downtown core, the Department connects to its vibrant local community through the Live Poet Society and the White Wall Review. The Modern Culture and Multi-Media Centre, a state-of-the-art facility dedicated to research of modern and contemporary culture, will be launched later this year. Interested applicants should submit a curriculum vitae, copies of transcnpts, three letters of reference, a teaching dossier and a sample of their published work, by January 15, 2006, to: Dr. Lorraine Janzen, Chair, Department of English, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Please note that faxed and e-mailed applications will not be accepted. Ryerson University has an employment equity program and encourages epplications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

■ **ENGLISH — Wilfrid Laurier University (Brantford Campus).** Laurier Brantford will be hiring two new faculty members in medieval/renaissance and contemporary English on tenure-track or limited term appointment, subject to budgetary approval. The positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **ENGLISH LITERATURE — Campion College, University of Regina.** Campion College, a Jesuit-Catholic liberel arts college federated with the University of Regine, invites applications for a tenure track position, at the level of Assistant Professor, to begin July 1, 2006, subject to budgetary approval. Candidates must have teaching and research expertise in Shakespeare end have competency in teaching introductory through to graduate courses. Candidates with secondary competency in Renaissance nondramatic and/or Medieval studies are particularly encouraged to apply. The successful candidate will be expected to participate fully in the graduate program. A completed or nearly completed PhD, evidence of effectiveness in teaching and en active research program are expected. Located on the University of Regina campus, Campion oilers courses in the humanities, social sciences, fine arts and natural sciences. The college is a fully eccredited member of the Association of Universities end Colleges of Canade, and its graduates receive University of Regina degrees. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina. Campion Department of English members are integrated into the university's Department of English, which includes 35 full-time members. For more details about Campion College, visit the University of Regina website: http://www.uregina.ca. Interested epplicents should forward a letter of epplication, e cumculum vitae that contains a list of referees, a copy of graduate transcripts, evidence of teaching effectiveness, and a sample of written work. Applicants should arrange for three letters of reference to be sent to: Professor Samira McCarthy, Dean, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada, S4S 0A2; Telephone: 306-359-1237; Fax: 306-359-1200; Email: Samira.McCarthy@uregina.ca. Review of epplications will begin November 1, 2005, and will continue until suitable candidetes have been identified. Salary is commensurate with qualifications and experience. Campion College encourages all qualified applicants to epply; however, preference will be given to Canadians and to permanent residents of Canada.

■ **ENVIRONMENTAL CHEMISTRY — University of Windsor.** The University of Windsor invites applications for e faculty position in Environmental Chemistry for the Great Lakes Institute for Environmental Research (GLIER) commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Fryer, Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4; Phone: 519.253.3000, ext 2732; Fax: 519.971.3616; E-mail: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ÉTUDES FRANÇAISES — Campion College.** Campion College, un collège jésuite catholique d'arts libéraux et un collège fedéré de l'Université de Regina, sollicite des candidatures à un poste de durée déterminée (du 1er juillet 2006 au 30 juin 2007) avec possibilité de renouvellement, sous reserve d'approbation budgétaire. Le ou ta titulaire enseignera des cours de langue eux nivoaux débutant et intemédiaire et devra démontrer des compétences dans l'un des champs de recherche suivants: littérature et culture de le francophonie, littérature française, traduction, ou une troisième langue (pai exemple l'espagnol). Le candidet ou la candidate choisi (e) eura l'occasion de participer pleinement aux activités du programme d'études supénieures. Les qualifications recheichées sont un doctoret (terminé ou en voie de l'être), l'excellence de l'enseignement (incluve une copie des évaluations de cours) et un programme actif de recherche. Situé sur le campus de l'Université de Regina, Le Collége Campion offre des cours en sciences humeines et sciences sociales, en beeux-arts et en sciences de la natue. Le collège Campion est un membre accieditié de l'Association des collèges et universités du Canada, et ses étudiants reçovent des diplômes de l'Université de Regina. Les professeurs de Campion exercent leur droit de vote dens leurs facultés respectives (par exemple, Arts et Graduate Studies) de l'Université de Regina. Ils font également partie intégrante de leurs départements universitaires respectils. Pour de plus amples détails au sujet du Collège Campion, veuillez visiter le site web de l'Université de Regina: http://www.uregina.ca. Les personnes intéressées doivent envoyer leur dossier à l'adresse indiquée plus bas, et y faire parvenir, sous pli séparé, trois lettres de référence. Leur dossier doit inclure une lettre de présentation, un curriculum vitae qui contient une liste des noms des trois personnes ayant accepté d'écrire des lettres de référence, une copie des relevés de notes des diplômes d'études supérieures, une copie des évaluations de cours et un échantillon écrit de leurs travaux. Veuillez envoyer le tout à: Professeure Samira McCarthy, Doyenne, Campion College, Université de Regina, 3737 Wascena Perkway, Regina, Sk, Canada S4S 0A2; Téléphone: (306) 359. 1237; Télécopie: (306) 359.1200; Courriel: Samira.McCarthy@uregina.ca. L'examen des dossiers commencera le 1er décembre 2005 et continuera jusqu'à ce qu'unte candidat(e) ait été choisi (e). Les qualifications et l'expérence seront considérées dans l'établissement du salaire. Toutes les personnes qualifiées sont encouragées à postuler; toutefois, la prioriti sera donnee aux Canadiens et Canadiennes, ainsi qu'aux résidents permanents.

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■ **FINANCE — Carleton University.** Subject to budgetary approval, the Eric Sprott School of Business invites applications for a full-time tenure-track position in Finance at the rank of Associate or Full Professor for July 2006. The Eric Sprott School of Business, part of the Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers Bachelor of Commerce (with Honours, Bachelor of International Business with Honours, Masters in Business Administration, and PhD in Management degrees. The successful candidate will help deliver graduate and undergraduate programs, supervise graduate students, conduct research, and assume a leadership role in the Finance area. The candidate should possess a PhD or equivalent degree in Finance and have an outstanding research record. Applicants from all areas of Finance will be considered. Salary is competitive and commensurate with qualifications. This appointment will be effective July 1, 2006. The closing date for applications is February 15, 2006 or until the position is filled. All qualified candidates are encouraged to apply. The application of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to Dr. David Cray, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, Tel: (613) 520-2600, ext 8078; Fax: (613) 520-2532; E-mail: director@sprott.carleton.ce; URL: http://www.sprott.carleton.ca.

■ **FINANCE — The University of Western Ontario.** Bachelor of Administrative and Commercial Studies (BACS) is an interdisciplinary program in the Faculty of Social Science at The University of Western Ontario with over 2100 students. The only program of its kind offered by a Canadian university, the rigorous BACS curriculum combines business studies with a strong foundation in the social sciences. Applications are invited for a probationary/tenure-track appointment at the rank of Assistant Professor in Finance. Candidates must have a PhD (or expected completion in 2006) in finance or a closely related field, possess a strong record of scholarly research and publication, and provide evidence of superior teaching ability. Applications are welcome from candidates in all areas of finance. The successful candidate will be expected to teach undergraduate courses in financial management, as well as have the opportunity to contribute to ongoing curriculum development in the area of finance. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. Rank and salary will be commensuate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2006. Applicants can learn more about the BACS Program at www.ssc.uwo.ce. A curriculum vitae (including the names of thiee references) should be forwaided to: Professor Keith Fleming, Director, Bachelor of Administrative and Commercial Studies Program, Room 2040 Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until December 15, 2005, or thereafter until the position is filled. Files will be reviewed prior to the deadline. Positions are subject to budget approval. Applicants should have fluent written end verbal communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, end persons with disabilities.

■ **FRENCH — Brock University.** The Department of Modern Languages, Literatures and Cultures at Brock University invites applications for a tenure stream appointment in French and Comparative Literature at the rank of Assistant Professor commencing July 1, 2006, subject to final budgetary approval. The successful candidate must have a PhD and publications in one or more of the following areas: Medieval language, literature and culture; Renaissance literature and culture; 17th-century literature and culture; Québec literature and culture. Proven successful experience in teaching the French language at the undergraduate level will be necessary, as the successful applicant will be asked to teach and co-ordinate language courses in French. We seek an excellent candidate who will complement existing interests and strengths within the Department and participate in the new MA Studies in Comparative Literatures and Arts program. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalence in faculty; qualified women and men are equally encouraged to epply. With their cover letter, epplicants should send a curriculum vitae, a teaching dossier and sample publications. They should also arrange for three letters of reference to be sent to: Prof. Alexandre Amprimoz, Chair, Department of Modern Languages, Literatures and Cultures, Brock University, St. Cathannes, Ontario, L2S 3A1. Deadline: November 15, 2005. More information on Brock University can be found on the University's web site; www.brocku.ca.

■ **FRENCH — Brock University.** The Department of Modern Languages, Literatures and Cultures at Brock University invites applications for a tenure stream appointment in French at the rank of Assistant Professor commencing July 1, 2006, subject to final budgetary approval. The successful candidate must have a PhD and publications in one or more of the following areas: Medieval language, literature and culture; Renaissance literature and culture; 17th-century literature and culture; Québec literature and culture. Proven successful experience in teaching the French language at the undergraduate level will be necessary, as the successful applicant will be asked to teach and co-ordinate language courses in French. We seek an excellent candidate who will complement existing interests and strengths within the Department and participate in the new MA Studies in Comparative Literatures and Arts program. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. Applicants should send a curriculum vita, a teaching dossier and sample publications. They should also arrange for three letters of reference to be sent to: Prof. Alexandre Amprimoz, Chair, Department of Modern Languages, Literatures and Cultures, Brock University, St. Cathannes, Ontario, L2S 3A1. Deadline: November 15, 2005. More information on Brock University can be found on the University's web site; www.brocku.ca.

## UNIVERSITY OF SASKATCHEWAN

### College of Education

The College of Education invites applications for seven tenure-track faculty positions to begin July 1, 2006, or by mutual agreement. Currently in a period of renewal, the College supports 1200 undergraduate students and 350 graduate students in the Ph.D., and M.Ed. programs. We also celebrate a 30-year commitment to Aboriginal education and teacher education for Aboriginal peoples and house a new Aboriginal Education Research Centre as well as the Child and Youth Development Institute and the Saskatchewan Educational Leadership Unit.

Applicants should have an earned doctorate or expect to complete hy the summer of 2006 or soon thereafter. We are seeking collahorative individuals with a commitment to excellence in teaching, research and service in education, and experience in working with diverse populations. Responsibilities for faculty include research, teaching graduate and undergraduate courses, supervising students, and heing actively involved in committees and administrative work. Preferred candidates will have experience working with Aborigimal peoples. Information about the College and its departments can he found at **www.usask.ca/education/**

Availahle positions:

**Educational Psychology and Special Education**
Three faculty members at the Associate or Assistant Professor level with academic qualifications in either counselling psychology or educational/school psychology are sought. Ideal candidates will possess a commitment to teaching and research, and will he ahle to register with the Saskatchewan College of Psychologists.

**Curriculum Studies**
We are seeking two faculty members at the Assistant Professor level in Mathematics education and Science education. The ideal candidate will have foundational knowledge of Mathematics or Science. Experience in schools is essential. These new faculty members will bring expertise to the Mathematics/Science cluster and will complement the existing teaching and research of colleagues in this department.

**Educational Foundations**
We are seeking a faculty member at the Assistant Professor level for a position in Indigenous education in the area of Indigenous knowledge, learning and educational praxis. A teaching certificate is preferred. Candidates for the position will demonstrate expertise in educational foundations of Indigenous education with emphasis on Indigenous educational theory, learning, and praxis and respectful research models for engaging this research. The successful candidate will assist in developing the new Aboriginal Education Research Centre.

**Educational Administration**
We are seeking a faculty member at the Assistant Professor level in the area of Educational Administration and Leadership. Department research areas include: Aboriginal leadership, governance, school effectiveuess, learning communities, ethics, teacher education, and rural education. Within the Department is the Saskatchewan Educational Leadership Umt (SELU) that hosts the Saskatchewan Principals' Short Course and the National Congress on Rural Education. Candidates will have experience in educational leadership, a commitment to professional service, and an interest and/or experience in alternative delivery. We will consider all qualified applicants and are particularly interested in those whose area of expertise includes: law, planning, finance, or human resource management.

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The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will he given priority. Applications will he accepted before January 15, 2006, or until the positions are filled. Applications with curriculum vitae, a statement of teaching and research interests, and the names and contact information of three references should be sent to:

**Dr. Ceeilia Reynolds**
**Dean, College of Education**
**University of Saskatchewan**
**28 Campus Drive, Saskatoon, SK S7N 0X1**

# CAREERS CARRIÈRES

UNIVERSITY OF REGINA

## Faculty Positions Available

**The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.**

### FACULTY OF ARTS

**DEPARTMENT HEAD POSITIONS (TENURE-TRACK)**
In the Department of Political Science and in the School of Journalism

**TENURE-TRACK POSITIONS**
In the Departments of History, Justice Studies, Psychology, and in the School of Journalism

**TERM POSITIONS**
In the Departments of Economics, Geography, and Religious Studies

### FACULTY OF EDUCATION

**TENURE-TRACK POSITIONS**
In the areas of Educational Psychology (2 positions), French Immersion Education, and Reading Education

### FACULTY OF ENGINEERING

**TENURE-TRACK POSITIONS**
In the areas of Software Systems Engineering, Industrial Systems Engineering (and/or Engineering Management), and Environmental Systems Engineering (in Infrastructure Systems Engineering)

### FACULTY OF FINE ARTS

**TENURE-TRACK POSITIONS**
In the Department of Visual Arts

### GRADUATE SCHOOL OF PUBLIC POLICY

**TENURE-TRACK POSITIONS**
Two positions from the 3 broad areas of Governance and Public Management, Policy Evaluation and Public Finance, and Health Policy Management

### FACULTY OF SCIENCE

**TENURE-TRACK POSITIONS**
In the Department of Physics and in the Department of Mathematics and Statistics

**For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment**

UNIVERSITY OF REGINA
*University of Regina*
*3737 Wascana Parkway, Regina, SK S4S 0A2*
*www.uregina.ca*

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Queen's University

## Assistant/Associate Professor Elementary Science Education

QUEEN'S UNIVERSITY AT KINGSTON

The Faculty of Education at Queen's University (www.educ.queensu.ca) invites qualified applicants for one tenure-track position at the rank of Assistant/Associate Professor. The position will begin 1 July 2006.

*Elementary Science Education*

Applicants should have a strong base in science education at the elementary level and a record of research in topics concerning science and children. Successful elementary and/or secondary school teaching experience is essential. Knowledge of schooling in Canada is an asset.

*General Requirements*

Requirements for the position include a doctoral degree, a well-defined research program, relevant work and teaching experience, and a record of scholarly publications. Those people who are near completion of a doctorate are welcome to apply.

Responsibilities for the position will include: maintaining an active program of research and publication; teaching courses at the undergraduate and graduate levels; supervising BEd, MEd and PhD students; developing and maintaining relationships within the profession; and providing curriculum leadership.

Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

*Applications*

Applicants must include a letter of application, which details your research program and how it articulates with Elementary Science curriculum. A curriculum vitae, one sample of recent scholarly work, sample course outlines or teaching evaluations (if available), and the names and addresses (including FAX and email addresses) of at least three persons to act as referees must also be included. These materials must be received by the Office of the Dean on or before *30 November 2005*. Applications and letters of reference should be sent to:

*Rosa Bruno-Jofré, Dean*
*Faculty of Education*
*Queen's University, Kingston, Ontario K7L 3N6*
Phone: 613-533-6210
Fax: 613-533-6307

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■ **FRENCH — Saint Mary's University.** The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track appointment in French at the rank of Assistant Professor starting July 1, 2006. The Department is seeking an individual with a primary research profile in FSL (French Second Language) and a demonstrated record of effectiveness in undergraduate language teaching at all levels. The successful candidate will have research interests in one or more of the following: applied linguistics, CALL, and curriculum development. The candidate will also be required to coordinate multi-sectioned courses in the Department. Applicants should hold a PhD or be near completion of the degree, possess native or near native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahrebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; E-mail: george.nahrebecky@smu.ca. The closing date for applications is December 19, 2005. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at http://www.smu.ca.

■ **FRENCH — Saint Mary's University.** The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track appointment in French at the rank of Assistant Professor starting July 1, 2006. The Department is seeking an individual with a primary research profile in Acadian Studies, and a demonstrated record of effectiveness in teaching French as a second language at all levels. Applicants should hold a PhD or be near completion of the degree, possess native or near native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahrebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; E-mail: george.nahrebecky@smu.ca. The closing date for applications is December 19, 2005. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at http://www.smu.ca.

■ **FRENCH LITERATURE — University of Toronto.** The University of Toronto invites applications for a tenure track position at the rank of Assistant or Associate Professor in French commencing July 1, 2006. The Department of French is seeking applicants in the area of Nineteenth Century French Literature. Candidates should also have knowledge of literary theory. An interest in the history of the book and print culture would be an asset. Duties will include teaching at both the Graduate and Undergraduate levels. Salary will be commensurate with qualifications and experience. Applicants must have a PhD in French Studies or a closely related discipline and an established record of high quality scholarly research and publication. Applicants must also have a strong teaching record and native or near-native fluency in the French language, as well as a working knowledge of English. Applicants should ask three referees to send a letter of recommendation under separate cover to the undersigned. These letters must be received by the deadline for receipt of applications. Applicants should also send their curriculum vitae, a teaching dossier, a copy of recent publications, and a statement outlining current and future research interests to: Professor Parth Bhatt, Chair, Department of French, University of Toronto, 50 St. Joseph Street, Toronto, Ontario, Canada, M5S 1J4. The closing date for receipt of applications is December 16th 2005. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. We offer opportunities to work in a range of collaborative programs including Aboriginal, Book History and Print Culture, Book and Media Studies, Canadian, African, Caribbean, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **FRENCH LITERATURE & CULTURE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the area of French Literature and Culture at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at http://www.uwindsor.ca/facultypositions. Contact: Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel. 519-253-3000, Ext. 2873; Fax: 519-973-3648; e-mail: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **FRENCH STUDIES — Campion College.** Campion College, a Jesuit Catholic liberal arts college federated with the University of Regina, invites applications for a one-year term position at the level of Assistant Professor, with the possibility of renewal, to begin July 1, 2006, subject to budgetary approval. Candidates will be expected to teach introductory and intermediate language classes and to display competence in one or more of the following areas: la Francophonie, French literature, translation, another language (e.g. Spanish). The successful candidate will have the opportunity to participate fully in the graduate program. A completed or nearly completed PhD, evidence of effectiveness in teaching, and an active research program are expected. Located on the university campus, Campion offers courses in the humanities, social sciences, fine arts, and natural sciences. The college is a fully accredited member of the Association of Universities and Colleges of Canada, and its graduates receive University of Regina degrees. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina. They are also fully integrated into their respective University departments. For more details about Campion College, visit the University of Regina website: http://www.uregina.ca. Interested individuals should forward a letter of application, a curriculum vitae that contains a list of referees, a copy of graduate transcripts, evidence of teaching effectiveness, and a sample of written work. Applicants should arrange for three letters of reference to be sent to: Professor Samira McCarthy, Dean, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada, S4S 0A2; Telephone: 306-359-1237; Fax: 306-359-1200; e-mail: Samira.McCarthy@uregina.ca. Review of applications will begin December 1, 2005, and will continue until suitable candidates are found. Salary is commensurate with qualifications and experience. Campion College encourages all qualified individuals to apply; however, preference will be given to Canadians and to permanent residents of Canada.

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■ **GEOGRAPHY — Brock University.** The Department of Geography at Brock University invites applications for a probationary tenure-track appointment in human geography, with specialization in urban/rural planning or urban social geography, preferably with an international perspective. The appointment will be at the rank of Assistant Professor, effective July 1, 2006 and subject to final budgetary approval. A recently completed PhD in Geography or a related discipline is preferred, although applicants without a completed PhD will be considered for an appointment at the rank of Lecturer. The successful candidate will be expected to be engaged in independent research and scholarly activity, to demonstrate teaching competency, to supervise individual students, to participate in the affairs of the department and to contribute to the department's human geography program. Applicants should submit by November 15, 2005 a letter of application outlining teaching and research interests, curriculum vitae, three confidential letters of reference, and two reprints/preprints of published work to: Dr. Tony Shaw, Chair, Department of Geography, Brock University, St. Cathannes, Ontario, Canada, L2S 3A1 (Fax: 905-688-6369; e-mail geography@brocku.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University and the Geography Department can be found on the University's website: www.Brocku.ca.

■ **GEOGRAPHY — University of Toronto.** The Department of Geography and Program in Planning, University of Toronto, invites applications for a tenure-stream appointment in the field of Human Geography. The department is seeking candidates with expertise in the geographies of migration and transnationalism. The appointment will be at the rank of Associate/Full Professor and will begin on July 1, 2006. Salary to be commensurate with qualifications and experience. The appointee would be expected to contribute to graduate teaching and supervision and undergraduate teaching. The successful candidate will be expected to have developed an internationally recognized and externally funded research program. The successful candidate must have a PhD in geography or a closely related discipline, as well as an established record of excellence in scholarly research and publication, and a demonstrated commitment to excellence in teaching. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. Please send applications to Professor Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applicants should also ask three referees to write letters directly to Professor Desloges. Materials must be received by November 15, 2005 (no e-mail applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOGRAPHY — University of Toronto.** The Department of Geography and Program in Planning, University of Toronto, invites applications for a tenure-stream appointment in the field of Historical Geography. The ideal candidate would complement the department's considerable strength in areas of environmental, urban-economic, and socio-cultural geography. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2006. Salary to be commensurate with qualifications and experience. The appointee would be expected to contribute to graduate teaching and supervision and undergraduate teaching. The successful candidate will be expected to develop an externally funded research program. The successful candidate must have a PhD in geography or a closely related discipline, and a demonstrated commitment to excellence in teaching. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. Please send applications to Professor Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applicants should also ask three referees to write letters directly to Professor Desloges. Materials must be received by November 15, 2005 (no e-mail applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOGRAPHY — Wilfrid Laurier University (Brantford Campus).** Laurier Brantford will be hiring one new faculty member on limited term appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on this position.

■ **GEOGRAPHY — The University of Western Ontario.** The University of Western Ontario is seeking to fill a Canada Research Chair (CRC) position (SSHRC, Tier II), and invites nominations and applications in the area of Health Geography. Information on the CRC program can be obtained at: http://www.chairs.gc.ca/. Our ideal CRC nomination will be social scientist of outstanding potential in the study of the broad determinants of health. Ideally, the candidate will have a PhD in geography, and will complement existing departmental interests in one or more of the following areas: water, hazards and environment, urban studies, international development or geographic information science. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The candidate must have a PhD and a very strong record of scholarly activity including a proven record of successful research on health geography. The candidate should also have a very strong record of obtaining external funding for their research. The candidate should be capable of supervising graduate student research, and teaching graduate and undergraduate students. The appointment will be made at the rank of Assistant (probationary) or Associate (probationary or tenured). The appointment will begin no later than July 1, 2007 although it may be possible to accommodate an earlier start date. The appointment is conditional upon the candidate receiving a Canada Research Chair. Salary will be commensurate with experience. Further information about the Department may be found at: http://geography.ssc.uwo.ca Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Prof. Dan Shrubsole, Chair, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2, Canada; Tel: (519) 661-3126; Fax: (519) 661-375D; E-mail: dashrubs@uwo.ca. Closing date: December 31, 2005 or until position is filled. E-mailed applications will not be accepted. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Department of Geography and Environmental Studies at Wilfrid Laurier University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2006, subject to budgetary approval. Successful applicants will have a PhD or will have completed a PhD by the time of appointment, preferably in Geography or Environmental Studies. We are seeking candidates with research specialization in the areas of environmental studies and resource management with a focus in one or more of community based resource management, environment and development, impact assessment, and/or

# CAREERS CARRIÈRES

sustainability. Professional experience in resource and environmental management will be an asset, as will experience working with First Nations communities. The successful candidate will have a promising publication record and a well developed program of research. Candidates that complement Departmental strengths in northern regions are particularly encouraged to apply. Appointment will be at a rank and salary commensurate with qualifications and experience. To apply, send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Dr. Mary-Louise Byrne, Chair, Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, ON N2L 3C5 Closing date for applications and supporting materials is January 27, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **GEOPHYSICS — Tongji University.** Associate Professorship & Post-Doctoral Positions in Seismology. The School of Ocean & Earth Science (SOES) at Tongji University, in Shanghai, China, has multiple openings in its Global Seismology and Geodynamics Program, where the working language is English. In conjunction with the Geological Survey of Canada, we operate a broadband seismic network in NE China to complement the existing Chinese broadband stations. We invite applications from highly motivated individuals with a PhD in observational and/or theoretical aspects of earthquake seismology. Researchers with a background in broadband waveform analysis and/or mathematical physics of seismic wave propagation are strongly encouraged to apply. Effective communication in English, oral and written, is highly desirable. The successful candidate for the Associate Professorship must have a demonstrable track record in significant and original research, Shanghai is a vibrant metropolitan city, with a sizeable international resident community and year-round cultural performances and art exhibits. SOES, a federally designated key research canter, is located outside the downtown core. It has active research collaborations in Earth Sciences with universities in Europe and Australia, and is home to the China Office of the Integrated Ocean Drilling Program. Recompense/benefits package will be competitive. Application materials should include a CV, statement of research interests, publication list, and the names and contact information of three references. Interested persons should send their applications immediately to Professor Kin-Yip Chun at: kychun@tongji.edu.cn and chun@physics.utoronto.ca.

■ **GERMAN STUDIES — McGill University.** The Department of German Studies at McGill University invites applications for a tenure-track assistant professor position commencing August 2006. Field of specialization is open; medievalists are encouraged to apply. Applicants should have a broad interdisciplinary perspective and a background in film studies, comparative literature, intercultural studies, women's studies, or German-Jewish Studies. The successful candidate will be a dynamic teacher of undergraduate and graduate students; essential are evidence of outstanding scholarly potential, excellence in teaching, and a strong involvement in professional matters. Native or near-native fluency in German and English; knowledge of French would be an asset; PhD in hand by time of appointment. Budgetary approval is pending, in accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please send letters of application, CV, including a dossier with three letters of reference and a writing sample, to: Search Committee, Department of German Studies, 688 Sherbrooke W., Suite 425, Montreal, Quebec, H3A 3R1. Application deadline: November 20, 2005.

■ **GLOBAL STUDIES — Wilfrid Laurier University.** The Global Studies Program invites applications for a tenure stream position at the rank of Assistant or Associate Professor, effective 1 July 2006, subject to budgetary approval. Successful candidates will have a PhD or will have completed a PhD by the time of appointment, and demonstrated excellence in teaching and research. The successful applicant will teach a range of interdisciplinary undergraduate courses in the theories and practices of development; global migrations and refugees; humanitarian crises interventions; and threats and responses to human security. Applicants should send a cover letter (maximum two pages), full curriculum vitae, teaching evaluations, and three letters of reference by December 9, 2005, to Dr. Leonard Friesen, Coordinator, Global Studies Program, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however Canadian Citizens and permanent residents of Canada will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **GLOBAL STUDIES — Wilfrid Laurier University.** The Global Studies Program invites applications for a tenure stream position at the rank of Assistant or Associate Professor, effective 1 July 2006, subject to budgetary approval. Successful applicants will have a PhD or will have completed a PhD by the time of appointment , and demonstrated excellence in teaching and research. The successful applicant will teach a range of interdisciplinary undergraduate courses on globalization, culture and identities. We are particularly interested in applicants whose theoretical approach to cultural practices is grounded in applied field experiences. Applicants should send a cover letter (maximum two pages), full curriculum vitae, teaching evaluations, and three letters of reference by December 9, 2005, to Dr. Leonard Friesen, Coordinator, Global Studies Program, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however Canadian Citizens and permanent residents of Canada will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## H

■ **HEALTH STUDIES — Wilfrid Laurier University (Brantford Campus).** Launer Brantford will be hiring one new faculty member in gerontology on limited term appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on this position.

■ **HISTORY — Mount Allison University.** The Department of History at Mount Allison University invites applications for a tenure-track appointment at the rank of Assistant Professor in Pre-Confederation Atlantic Canadian History, beginning 1 July 2006, subject to budgetary approval. Candidates should possess a PhD in History and have a commitment to excellence in undergraduate teaching. The successful candidate will be a specialist in Atlantic Canada with a possible economic or environmental emphasis. Specific courses would include a Canadian Survey, Pre- and Post-Confederation Atlantic Canada, and an introductory course on New Nations in North America. She/he will also be expected to establish and maintain an active research program and supervise students conducting research. Applicants should send a letter of application along with a complete curriculum vitae, teaching dossier, including teaching evaluations and a sample of scholarly work, and request three referees to send letters of recommendation directly to: Dr. W. G. Godfrey, Chair, Search Committee, Mount Allison University, 63D York Street, Sackville, New Brunswick, E4L 1G9. The closing date for applications is 1 December 2005. Mount Allison University has an employment equity program and encourages applications from all qualified women and men, including aboriginal people, people with disabilities and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Canadians and permanent residents should include their citizenship status in their application.

■ **HISTORY — Brock University.** Brock University Department of History invites application for a tenure-stream appointment in modern European history. A specialty in the 20th century would be an asset. The position is subject to final budgetary approval. Applicants should have a completed PhD by the time of the appointment. The successful candidate will be expected to offer some courses with a broad geographic scope at every level of the undergraduate programme and to participate in the Department's new MA programme. The appointment will commence July 1, 2006, at the rank of Assistant Professor. The Department is advertising in 5 fields concurrently, and it hopes to hire at least one historian from these fields who also has a strong research interest in gender history and could contribute a course on comparatwe gender history to the Department's new MA programme. Applicants should send a curriculum vitae and a short research plan plus arrange for three letters of reference to be mailed to: Chair, European History Search Committee, Department of History, Brock University, St. Cathannes, ON, Canada, L2S 3A1. The closing date for applications is November 25, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men & women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **HISTORY — Brock University.** Brock University Department of History invites applications for a tenure-stream appointment in the History of East Asia. The position is subject to final budgetary approval. Applicants should have a completed PhD by the time of the appointment, and have a knowledge of Mandann. The successful candidate will be expected to teach at every level of the undergraduate programme and to participate in the Department's new MA programme. The appointment will commence July 1, 2006, at the rank of Assistant Professor. The Department is advertising in 5 fields concurrently, and it hopes to hire at least one historian from these fields who also has a strong research interest in gender history and could contnbute a course on comparative gender history to the Department's new MA programme. Applicants should send a curriculum vitae and a short research plan and arrange for three letters of reference to be mailed to: Chair, East Asia Search Committee, Department of History, Brock University, St. Cathannes, ON, Canada, L2S 3A1. The closing date for applications is November 25, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men & women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **HISTORY — Brock University.** Brock University Department of History invites applications for a tenure-stream appointment in the History of Science and Technology. The position is subject to final budgetary approval. Applicants should have a completed PhD by the time of the appointment. The successful candidate will be expected to teach at every level of the undergraduate programme and to participate in the Department's new MA programme. The appointment will commence July 1, 2006, at the rank of Assistant Professor. The Department is advertising in 5 fields concurrently, and it hopes to hire at least one historian from these fields who also has a strong research interest in gender history and could contnbute a course on comparative gender history to the Department's new MA programme. Applicants should send a curriculum vitae and a short research plan and arrange for three letters of reference to be mailed to: Chair, Science and Technology Search Committee, Department of History, Brock University, St. Cathannes, ON, Canada, L2S 3A1. The closing date for applications is November 25, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men & women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **HISTORY — Brock University.** Brock University Department of History invites applications for a tenure-stream appointment in the History of the Atlantic World. Preference will be given to candidates who demonstrate research and teaching excellence in the fields of Caribbean and/or colonial Latin American history. The position is subject to final budgetary approval. Applicants should have a completed PhD by the time of the appointment. The successful applicant will be expected to teach at every level of the undergraduate programme, including the first half of a first-year "Americas" course, and to participate in the Department's new MA programme. The appointment will commence July 1, 2006, at the rank of Assistant Professor. The Department is advertising in 5 fields concurrently, and it hopes to hire at least one historian from these fields who also has a strong research interest in gender history and could contnbute a course on comparative gender history to the Department's new MA programme. Applicants should send a curriculum vitae and a short research plan plus arrange for three letters of reference to be mailed to: Chair, Atlantic World Search Committee, Department of History, Brock University, St. Cathannes, ON, Canada, L2S 3A1. The closing date for applications is November 25, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men & women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **HISTORY — Brock University.** Brock University Department of History invites applications for a tenure-stream appointment in the History of Canada, beginning July 1, 2006, subject to budgetary approval. Candidates should possess a PhD in History and have a commitment to excellence in undergraduate teaching. The successful candidate will be a specialist in Canada with a possible economic or environmental emphasis. Specific courses would include a Canadian Survey, Pre- and Post-Confederation Atlantic Canada, and an introductory course on New Nations in North America. She/he will also be expected to establish and maintain an active research program and supervise students conducting research. Applicants should send a letter of application along with a complete curriculum vitae, teaching dossier, including teaching evaluations and a sample of scholarly work, and request three referees to send letters of recommendation directly to: Dr. W. G. Godfrey, Chair, Search Committee, Mount Allison University, 63D York Street, Sackville, New Brunswick, E4L 1G9. The closing date for applications is 1 December 2005. Mount Allison University has an employment equity program and encourages applications from all qualified women and men, including aboriginal people, people with disabilities and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Canadians and permanent residents should include their citizenship status in their application.


University of Saskatchewan

**Assistant/Associate Professor**
**Department of Pharmacology**
College of Medicine

Applications are invited for a tenure-track position at a rank (either Assistant or Associate Professor) and salary level appropriate to qualifications. Candidates will have a MD and/or a PhD degree in Pharmacology or one of the other health sciences. The successful candidate will be expected to join the newly established Cardiovascular Research Group (CVRG) and to develop a strong externally funded research program. Candidates are encouraged to have or to apply for a New Investigator Award from one of the national funding agencies (CIHR, H&SFC, CDA, CHS, etc.).

Applicants must also be committed to teaching at the undergraduate level in the Department of Pharmacology/ proposed School of Biomedical Sciences and at the professional student level in the Colleges of Medicine, Dentistry and Pharmacy. Supervision of graduate students and/or postdoctoral fellows is expected. For those candidates with clinical interests, a cross appointment with a clinical department is possible.

All qualified candidates are encouraged to apply. However, citizens and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self identify on their applications.

Applicants should send, prior to December 31, 2005, a curriculum vitae, a brief statement of research interests, reprints of recent publications, and the names and addresses of three referees to:

Dr. Venkat Gopalakrishnan
Professor & Head, Department of Pharmacology
Leader, Cardiovascular Research Group (CVRG)
Health Sciences Building, Room A120
107 Wiggins Road, Saskatoon, SK, Canada S7N 5E5
gopal@usask.ca



WILFRID LAURIER UNIVERSITY

**ASSOCIATE VICE-PRESIDENT: RESEARCH**
**Wilfrid Laurier University**

Located in Kitchener/Waterloo, Ontario, Wilfrid Laurier University has enrolled more than 14,000 students in six Faculties: Arts, Business and Economics, Music, Science, Social Work, and Graduate Studies, with another campus at Brantford offering undergraduate courses only. Laurier is steadily becoming a more comprehensive and research-intensive institution, known for offering the opportunity to pursue research and scholarly interests in a personalized environment that fosters a high standard of academic excellence.

The new position of Associate Vice-President: Research will spearhead growth and development in research at Laurier, leading institutional mentoring, enhancing research opportunities in the Tri-Council, and fostering support from other agencies and organizations in the public and private sector.

The ideal candidate will bring an appreciation for a wide range of philosophical and programmatic approaches to scientific and scholarly inquiry, academic qualifications and achievements appropriate to the position, proven ability to support interdisciplinary research, a respected record of scholarship, and a personal record of success in obtaining research funding.

Wilfrid Laurier University is committed to equity and values diversity. It welcomes applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

*Should you want to learn more about this unique leadership opportunity, call Maureen MacLean or Libby Dybikowski at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees, in confidence, to Provence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9. Fax (604) 913-8356 or e-mail: search@provenceconsulting.com Apply on-line: www.provenceconsulting.com*

PROVENCE FINDS

*We will communicate with all who express interest.*

# CAREERS CARRIÈRES

candidates are equally encouraged to apply. More information on Brock University can be found on the University's website, www.BrockU.ca.

■ **HISTORY — Brock University.** Brock University Department of History invites applications for a tenure-stream appointment in Middle Eastern/North African History. The position is subject to final budgetary approval. Applicants should have a completed PhD by the time of the appointment and should have a knowledge of Arabic. The successful candidate will be expected to teach at every level of the undergraduate programme, including the first-year course, "World History since 1914," and to participate in the Department's new MA programme. The appointment will commence July 1, 2006, at the rank of Assistant Professor. The Department is advertising in 5 fields concurrently, and it hopes to hire at least one historian from these fields who also has a strong research interest in gender history and could contribute a course on comparative gender history to the Department's new MA programme. Applicants should send a curriculum vitae and a short research plan and arrange for three letters of reference to be mailed to: Dr. Carmela Patrias, Chair, Department of History, Brock University, St. Catharines, ON, Canada, L2S 3A1. The closing date for applications is November 25, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men & women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **HISTORY — Wilfrid Laurier University (Brantford Campus).** Laurier Brantford will be hiring one new faculty member on tenure-track appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on this position.

■ **HISTORY — Simon Fraser University.** The Department of History is seeking to appoint one full-time lecturer to support its instructional program at Simon Fraser University's Burnaby and Surrey Campuses starting September 2006. Duties include undergraduate teaching, coordinating departmental workshops, course development, assisting in curriculum development and the introduction of technology, high school liaison and student recruitment. Applicants should have a doctoral degree in History and have demonstrated excellence in teaching. An ability to teach undergraduate courses in either modern European or North American history will be an asset. Simon Fraser provides one paid semester free of teaching duties every nine semesters to allow a chance for professional development. In addition, lecturers are eligible for a year of paid study leave after six years of successful employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, First Nations people, persons with disabilities, and members of visible minorities. The Department's web page can be found at: http://www.sfu.ca/history/. Applicants should submit a letter of application and curriculum vitae, in electronic form if possible, together with their teaching dossier, and ask their individuals familiar with their teaching abilities to send letters to: Dr. John Craig, Chair, Department of History, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada; Email: johnc@sfu.ca. Closing date: December 15, 2005. Only short-listed candidates will be notified of the outcome of their application. This position is subject to final budgetary approval.

■ **HISTORY — Saint Mary's University.** The Department of History at Saint Mary's University invites applications for a tenure-track appointment at the assistant professor level in Modern Asian History. We are particularly interested in applicants whose scholarship focusses on South and/or South East Asia in the era of imperialism and/or decolonization. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. We also provide vital support for the university's international and interdisciplinary programs, including Asian Studies, International Development Studies, Atlantic Canada Studies, Irish Studies and Women's Studies and enjoy a close relationship with local museums and heritage sites, enhanced by the Public History components within our program. For further information visit our website: http://www.smu.ca/academic/arts/history. The Faculty of Arts welcomes scholars who can contribute to such initiatives. The appointment will commence on July 1, 2006, subject to budgetary approval. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a C.V., evidence of teaching ability, contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3; Fax (902) 420-5561; Email: history@smu.ca. The closing date for receipt of applications is December 19, 2005. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ **HISTORY & CLASSICS — University of Alberta.** The Department of History and Classics in the Faculty of Arts at the University of Alberta invites applications for a tenure-track position as Assistant Professor for a position in Canadian History, with an area of specialization in the Canadian West, with chronological, specific region, and thematic area open. We would welcome applicants with specialties in the North, Comparative Canadian/American Wests, Regionalism, Environmental History, and Empire/Colonialism. The successful candidate would be expected to teach survey courses in the history of Canada, both pre- and post-Confederation, as well as contribute to the strong area of excellence in Western Canadian history. The candidate should complement historians in the Department working on the west in the context of Native history, women and gender history, ethnic history, history of crime and punishment. We would expect that this candidate would become a major player in the Canadian historical community and would contribute to expanding the area of excellence established in Western and Northern Canadian history. Qualified candidates should hold a Doctoral degree and demonstrate outstanding potential for a research career. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. The Department of History & Classics is one of the largest and most diverse in Canada. We have 49 faculty members in History, Classics, and Religious Studies and contribute to a number of interdisciplinary programs. Areas of excellence include: Eastern European History, Western Canadian History, History of Science and Medicine, Roman Archaeology and History, British History, and Late Antique and Medieval History. See www.uofaweb.ualberta.ca/historyandclassics for further information. Established in 1908 as a board-governed, public institution, the University of Alberta has earned the reputation of being one of the best universities in Canada based on our strengths in teaching, research, and services. The University of Alberta serves over 36,000 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca/). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest research and teaching units in western Canada (www.arts.ualberta.ca). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolitan area is the ninth largest in the country with a population of approximately one million (www.edmonton.ca). Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of publications, and, if available, a teaching dossier and evaluations of teaching performance to: Dr. Lesley Cormack, Chair, Department of History and Classics, 2-28 Tory Building, University of Alberta, Edmonton, AB, T6G 2H4. Applicants must also arrange for three letters of reference to be sent to the Chair. The closing date is December 15, 2005. The effective date of employment will be July 1, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta bases on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **HISTORY (EARLY MODERN EUROPE) — University of Toronto at Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Early Modern History, Department of Humanities, University of Toronto at Scarborough (UTSC), to begin July 1, 2006. Period and specialization are open. The department particularly encourages applications from scholars whose interests transcend Europe or include European expansion, and who push beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by December 1, 2005. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTSC is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **HISTORY (EAST ASIA) — University of Toronto at Scarborough.** Applications are invited for a tenure-stream position at the rank of Associate Professor in East Asian or Chinese history, Department of Humanities, University of Toronto at Scarborough (UTSC), to begin July 1, 2006. Period and specialization are open. The department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. The candidate will also be expected to take responsibility for teaching world history at the first year level. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by November 21, 2005. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTSC is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **HUMAN RIGHTS — Wilfrid Laurier University (Brantford Campus).** Laurier Brantford will be hiring one new faculty member in human rights/human diversity on tenure-track appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on this position.

■ **HUMANITIES — York University.** The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the field of Ancient Greek Drama and Culture. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **HUMANITIES — York University.** The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the field of Pre-Modern European Studies. Details at http://www.yorku.ca/acadjobs//index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **HUMANITIES — University of King's College.** The University of King's College invites applications for a tenure-track position at the rank of Assistant Professor, to commence 1 July 2006. The successful candidate will teach in an interdisciplinary programme for first-year students which considers the history of Western thought and culture (including literature, history, philosophy, religion and art). The appointment involves the combination of team teaching with responsibilities for curriculum. Other duties include administrative responsibilities and research. A PhD in some area of the humanities or social sciences, completed by the date of appointment, is required. Preference will be given to those with a demonstrated commitment to interdisciplinary teaching and to research. Salary is commensurate with qualifications and experience. Applications, including a curriculum vitae, three letters of reference and a sample of writing, should be sent to: Dr. Angus Johnston, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. The deadline for applications is 9 January 2006. The University of King's College is a small liberal arts undergraduate university located in Halifax, Nova Scotia. King's is closely affiliated with Dalhousie University, the region's foremost teaching and research university. King's serves its community of students and scholars, along with its local and national communities, by providing uniquely interdisciplinary education in humanities and in journalism. The University of King's College is an employment equity employer and encourages applications from all qualified individuals. Aboriginal peoples, persons with disabilities, members of visible minorities and women are especially encouraged to apply. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

■ **HUMANITIES FELLOWSHIPS — University of Windsor.** The University of Windsor invites applications for Visiting Humanities Fellowships, available at the University of Windsor in the 2006–2007 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts, and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabbaticants and those holding research grants, including post-doctoral awards. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Rosemary Halford, Research Associate, Humanities Research Group, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4, telephone (519) 253-3000 x3506, fax (519) 971-3620, email: hgmail@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bnan Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **HUMANITIES/WOMEN'S STUDIES — Brock University.** The Centre for Women's Studies at Brock University invites applicants for a probationary (tenure track) position at the rank of Assistant Professor, effective July 1, 2006. The position is a cross-appointment between the Centre for Women's Studies and a Department in the Faculty of Humanities. The possible areas of concentration could be in one of the following departments: Classics, English, History, Modern Languages, Literatures and Cultures or Philosophy. The appointee will be expected to teach half of her or his course load in one of those departments and half in Women's Studies. Other activities include developing an independent research program and a commitment to the Women's Studies programs and committees. The successful candidate will have a completed PhD in an area of the Humanities with a focus on Women's Studies. Demonstrated background in Feminist Theory/Methods and/or Feminist Issues (i.e. course work, dissertation topic, publications, conference presentations) a must. The successful applicant will have demonstrated successful university teaching experience (i.e. course instructor, teaching assistant). Success can be demonstrated via course evaluations, letters of reference and/or other components of a teaching dossier. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please submit a cover letter, accompanied by curriculum vitae, selected reprints of publications and three letters of reference to: Professor Meryean Malnssey, Director, Centre for Women's Studies. Competition is open until position is filled; consideration begins November 24, 2005. Please note that the probationary (tenure-track) appointment is subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are especially encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **INDUSTRIAL DESIGN — Carleton University.** Applications are invited for a tenure-track position at the rank of Assistant or Associate Professor in the School of Industrial Design to commence July 1, 2006. This position is subject to budgetary approval. We are looking for a faculty member with substantial experience in teaching and design research, and candidates will be evaluated on the basis of demonstrated abilities in these areas. Experience in industrial design practice is required. An expertise in one or more critical areas of research, such as, interaction design, strategic design, ethnographic and/or ecological design will be an asset. A professional degree in industrial design and an advanced degree, preferably at the PhD level, in the discipline or a related field are required. The school's four-year program leads to a Bachelor of Industrial Design (BID) degree. The successful candidate will teach studio and/or courses in design history, design methodology and/or design theory at the undergraduate level. The school is planning a graduate program in interdisciplinary design development at the Masters level. The successful candidate will be expected to play an active role in implementing and teaching in the new program. Information on the school and its program may be found on the school's website, http://www.id.carleton.ca. Applicants should send a letter of interest and design education philosophy, resume, design portfolio (minimum 30 labeled images with explanation; slides or CD-ROM) and 3 letters of reference to: Professor Lois Frankel, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Telephone (613) 520-5672. Fax: (613) 520-4465. E-mail: lois_frankel@carleton.ca Applications will be accepted until January 15, 2006 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **INFORMATION & COMMUNICATION STUDIES — University of New Brunswick (Saint John Campus).** The Faculty of Arts, at the University of New Brunswick Saint John, invites applications for a tenure-track appointment in Information and Communication Studies commencing July 1, 2006 at the rank of Assistant Professor. This position is subject to budgetary approval. Applicants must have a PhD in Communication Studies or a related discipline with evidence of effective teaching and a record of, or potential for, scholarship. Candidates must be committed to interdisciplinary scholarship, undergraduate teaching and university service. The successful applicant will be expected to teach communication history, theory and methods, as well as courses on digital media. Candidates with experience or expertise in the practice of media production, and the use of media as research tools are particularly encouraged to apply. Expertise in the transforma-


**Simon Fraser University**
**Department of Psychology**

## Leadership Chair in Reducing Risk for Violence among Children and Youth

The Government of British Columbia has established a Leading Edge Endowment Fund of $45 million, to be matched equally by private donors, as part of its New Era commitments. The Leading Edge Endowment Fund will support 20 permanent BC Leadership Chairs to attract to the province key internationally renowned researchers and scholars. The BC Leadership Chairs are designed to provide a unique opportunity for pre-eminent individuals to perform research in an outstanding environment, which will position the province as a leader in the knowledge-based economy. The Department of Psychology at Simon Fraser University was granted one of the BC Leadership Chairs to recruit an outstanding individual at the professorial level for a Chair in Reducing Risk for Violence Among Children and Youth.

This will be a full-time tenured appointment at the Full Professor level. Applicants must hold an M.D. and/or Ph.D. degree or equivalent and a record of recognized accomplishments in areas relevant to understanding the complexity of the individual, peer, family, societal, and cultural foundations of youth violence. Particularly appropriate research will focus on the risk and protective factors that place children at risk for violence (as both victims and perpetrators) and the sustainability of community-based prevention of these disorders.

This position will be the foundation of an internationally recognized centre focused on violence and aggressive behaviours among children and youth. The Chair will integrate faculty research within several units at SFU (Psychology; Mental Health, Law And Policy Institute; Health Sciences; Criminology, etc.); attract other researchers and funding; host international conferences; inform public policy regarding pathways to violent behaviour; and establish effective interventions in concert with schools, law enforcement, community groups, and ministry programs of the provincial and federal governments (Ministry of Family and Child Development, Vancouver School Board, BC Children's Hospital, and Corrections Services).

Simon Fraser University is consistently ranked among the top comprehensive universities in Canada. The main campus of Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as one of the most scenic waterfront cities, located just minutes away from the mountains and a wide range of outdoor activities. As a result of its many cultural and multicultural events, skiing, boating, hiking, favorable climate, and clean, safe environment Vancouver has consistently been judged among the top three cities in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to final approval by the Leading Edge Endowment Fund, and acquiring matching funding. Interested applicants should send their CV, names of four references and a brief statement of research interests by **November 15, 2005** to: **Daniel J. Weeks, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6 Canada**; dweeks@sfu.ca.



York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

## Faculty of Environmental Studies – TENURE-TRACK POSITIONS

- **Global Humanitarian Studies** – Seeking a candidate in interdisciplinary development studies with a focus on humanitarian assistance, peace-building and/or human rights. The deadline for receipt of completed applications is **January 3, 2006.**
- **Community and Environmental Arts** – Seeking a candidate with a background in community based art and media practices informed by an interdisciplinary theoretical foundation. The deadline for receipt of completed applications is **January 9, 2006.**
- **Environmental Landscape Design** – Seeking a candidate with expertise in sustainable practices of ecological design, combining natural processes with urban environments. The deadline for receipt of completed applications is **January 16, 2006.**

All positions at York University are subject to budgetary approval. For complete position descriptions, see **www.yorku.ca/fes** or **www.yorku.ca/acadjobs**.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

# CAREERS CARRIÈRES

tion of rural and urban life, ethnography, oral history, media and social identity, musicology, or cultural studies would be considered an asset as ICS supports other interdisciplinary programs on campus. Applications and three letters of reference should be sent to: The University of New Brunswick (Saint John Campus); Attention: Dr. Gary Wornell, Chair, Department of Social Science, P.O. Box 5050, Saint John, NB, E2L 4L5. The deadline for applications is December 15, 2005. For more information contact Dr. Gary Wornell, Chair, Department of Social Science at gwornell@unbsj.ca. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **INTERNATIONAL DEVELOPMENT STUDIES — Trent University.** The International Development Studies Program at Trent University invites applications for two tenure track positions, one open rank and one Assistant Professor, commencing July 1, 2006. A well established development studies program, IDS at Trent is interdisciplinary and innovative in its approach. We seek critical social scientists with expertise in the study and analysis of development. While areas of specialty are open, we encourage applications from candidates with a background in one or more of economics, geography, political economy, sociology and environmental studies. A cross appointment to one of the IDS departments may be involved. Areas of research and teaching include but are not limited to violence and conflict, comparative social movements, urbanisation, ethics and value systems, economic aspects of development and multilateral institutions. Geographic expertise is open but preference will be given to the Americas, South Asia, China, Eastern Europe, and the Middle East. The successful candidates will be required to teach in undergraduate core courses as well as in specialised upper year seminars. These positions are subject to budgetary approval. Applicants for the Assistant Professor position must have a PhD in hand or provide evidence that they are near completion. For the open rank position, we are seeking candidates with a strong record of scholarly achievement and teaching experience. Applications should include, in hard copy, a covering letter, a statement of research interests, curriculum vitae and one writing sample. Applicants should arrange to have three letters of reference sent to the address below. Deadline for applications is December 8, 2005. Please send applications to the attention of Dr. Jacqueline Solway, Chair, International Development Studies, Trent University, Peterborough, Ontario, K9J 7B8 Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer and specially invites applications from women, Aboriginal people, visible minorities and people with disabilities. For further information on the IDS program, please visit our website: www.trentu.ca/ids.

■ **ITALIAN STUDIES — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Languages, Literatures, and Cultures in the area of Italian and Second Language Education commencing July 1, 2006 at the rank of Assistant Professor. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2873, Fax: 519.971.3648, Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

## K

■ **KINESIOLOGY/PSYCHOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant/Associate Professor level in the area of Social Psychology and Physical Activity. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from all health promotion and injury/disease prevention fields such as kinesiology, social and preventive medicine, public health, behavioural medicine, social science and medicine, and ergonomics. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at: http://www.ehs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by November 30, 2005 or by Fax: 519-746-6776 or Email: mcgill@healthy.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

## L

■ **LABOUR STUDIES — Brock University.** Labour Studies at Brock University offers co-major undergraduate degrees in collaboration with Economics, Political Science and Sociology. Applicants are invited to apply for a tenure-stream (probationary) cross appointment between Labour Studies and another social science department at the rank of Assistant Professor, effective July 1, 2006; subject to final budgetary approval. This position is housed in Labour Studies with half the teaching obligations in another department. The successful applicant will complete the requirements of a doctoral degree in a labour-related field before the appointment commences. Other requirements include evidence of successful undergraduate teaching, ability to teach some of the required courses in Labour Studies, an independent research plan, a demonstrated commitment to establishing linkages with the labour movement and commitment to participation in good governance of the university. Applicants should submit by November 30th, 2005 a letter of application accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to: Dr. June Corman, Director, Centre for Labour Studies, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **LANGUAGES & LINGUISTICS — University of Saskatchewan.** The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a tenure-track appointment at a senior level for the position of Department Head, effective July 1, 2006. The University of Saskatchewan is a leading Canadian medical-doctoral research university with thirteen colleges and an extensive array of programs. Its College of Arts & Science is the largest at the University and is its historic and intellectual core. Within the College, the Department of Languages & Linguistics is committed to renewal and transformation, and to the development of innovative research and teaching programs in support of the University's strategic directions (see http://www.usask.ca/vpacademic/integrated-planning/plandocs/strategic_directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs in French, Spanish, German, Russian, Comparative Literature, and Linguistics. It also runs a variety of internationalization initiatives, exchanges and study abroad programs. The Department of Languages and Linguistics is seeking a dynamic and versatile individual who will provide leadership in the renewal of its undergraduate programs, the development of graduate and research programs, and participation in international initiatives. The Head is responsible for leadership of the Department, including strategic planning, academic development, advancement activities, linkages with the broader community, and effective use of the Department's financial, administrative, and human resources. Knowledge or expertise in additional areas or language taught by the Department would be considered a valuable asset. Experience or an interest in an interdisciplinary approach to research would be highly desirable. Candidates are asked to submit their curriculum vitae and arrange for three current letters of reference to be sent directly to: Dr. Peter Stoicheff, Associate Dean, Humanities and Fine Arts, College of Arts and Science, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. The closing date for applications is January 15, 2006. For more information about the University of Saskatchewan, you may visit our web site at http://www.usask.ca or email the Associate Dean at peter.stoicheff@usask.ca. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to identify themselves on their applications. All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority.

■ **LANGUAGES & LITERATURES — Wilfrid Laurier University.** The Department of Languages and Literatures invites applications for a Tenure Track appointment at the rank of Assistant Professor, in Arabic language, commencing July 1, 2006, subject to budgetary approval. The Department is interested in candidates with expertise in Arabic language and culture, and academic training in the culture of the Mediterranean area. Native or near native fluency in Arabic and French; experience teaching introductory levels of Arabic; familiarity with and commitment to innovative methods of language teaching and fluency in Spanish are an asset. Successful candidates will have a PhD or will have completed a PhD by the time of appointment. Publications and teaching experience are required. Candidates are asked to send a letter of application, a Curriculum Vitae, a writing sample (max. 25 pages), a teaching dossier with course evaluations and course outlines, and arrange for three letters of reference to be sent to: Dr. Ira Ashcroft Chair, Department of Languages and Literatures, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, ON, N2L 3C5 (E-mail: iashcroft@wlu.ca). The deadline for receipt of materials is January 31, 2006. All qualified applicants are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity, and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **LANGUES & LITTÉRATURES MODERNES — Université d'Ottawa.** Le Département des langues et littératures modernes de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur d'arabe à plein temps, menant à la permanence, au rang d'adjoint. La date d'entrée en fonction est le 1er juillet 2006. Champs de spécialisation: théorie sur l'acquisition d'une langue seconde appliquée à l'enseignement de l'Arabe; littérature, culture et linguistiques arabes. Le doctorat terminé et les publications devront se rapporter à au moins un des champs de spécialisation. Les candidat(e)s doivent avoir une excellente connaissance de la langue arabe et avoir fait preuve d'initiative dans la création de matériaux pédagogiques novateurs. L'Université d'Ottawa est une université bilingue et le bilinguisme est une condition d'emploie. Attentions aux enseignements-chercheurs de premier cycle en arabe, en français et en anglais. Le traitement est en conformité avec la convention collective. Prière d'adresser sa lettre de candidature, son curriculum vitae, ses publications récentes et les noms de trois répondants avant le 15 Janvier 2006 à: Monsieur José Ruano de la Haza, directeur, Département des langues et littératures modernes, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5; Tél: 613-562-5929, Télécop: 613-562-5138; Courrier-el: jmruano@uottawa.ca. Tous les candidats qualifiés sont invités à postuler; la priorité sera toutefois accordée aux citoyens canadiens ainsi qu'aux résidents permanents. L'Université applique une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature.

■ **LIBRARY — University of Windsor.** The University of Windsor's Leddy Library invites applications for a tenure-track Systems Librarian position, commencing January 1, 2006. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **LIBRARY — University of Windsor.** The University of Windsor's Leddy Library invites applications for a tenure-track Data Librarian position, commencing January 1, 2006. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **LINGUISTICS — University of Toronto at Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Linguistics, Department of Humanities, University of Toronto at Scarborough (UTSC), to begin July 1, 2006. Candidates must have a PhD in hand, with a specialization in the phonetics-phonology interface. A research interest and relevant background in applied linguistics (e.g., L1 phonology, sociophonetics, clinical phonology) would be an asset. In addition to undergraduate teaching, duties include graduate teaching and supervision; applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. Send a letter of application, curriculum vitae, and one writing sample to Professor William R. Bowen at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to this address. The deadline for applications is November 28, 2005. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **LINGUISTICS — University of Ottawa.** The Department of Linguistics, University of Ottawa, invites applications for a tenure track position in computational linguistics at the Assistant Professor level, commencing July 1, 2006. Applicants should have a PhD in linguistics, with evidence of strong research potential. The appointment will involve integrating computational linguistics with one or several areas of linguistics. Preference will be given to candidates able to teach in both English and French within a specified period of time. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. Applicants should submit a c.v., representative samples of their research, and arrange for three (3) letters of recommendation to be sent directly to Dr. Mane-Hélène Côté, Chair, Department of Linguistics, University of Ottawa, 70 Laurier Avenue East, Ottawa, ON, Canada, K1N 6N5, before December 1, 2005. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Equity is a University policy. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language.

■ **LINGUISTICS — University of Ottawa.** The University of Ottawa is an exceptional institution located in the heart of the national capital, a short distance from major national institutions. More than 32,000 students live in a dynamic research-intensive environment, characterized by an exceptional cultural and scientific setting (National Library, National Archives, National Research Council, National Arts Centre, national museums, embassies and foreign cultural services, etc.), where creativity and innovation flourish. The Faculty of Arts of the University of Ottawa welcomes candidacies for the position of Director of the Institute of Official Languages and Bilingualism. This is a senior academic leadership position requiring vision and leadership. Building on existing University strengths, especially in the Second Language Institute, the successful candidate will have the stature, abilities and expertise required to launch and develop the IOLB: create undergraduate and graduate programs, hire faculty and staff, promote research partnerships. The Institute will focus on learning and teaching of Canada's official languages (English and French), on bilingualism both in Canada and in other contexts, on evaluation of L2 competence and related research activities, in a context of strategic interdisciplinarity es to academic programs and research , stressing the innovative use of information technologies. The IOLB will play a key role within one of the University of Ottawa's Strategic Areas of Development: "Canada (bilingualism and multiculturalism; social and cultural challenges)". The successful candidate will be a leader in the field of second language acquisition, languages in contact, and bilingualism, who will build the national and international reputation of the Institute. His/her research and teaching interests will fit within one or more of the research domains of the different Faculties associated with IOLB's interdisciplinary objectives: English, Engineering, Education, Linguistics, Lettres françaises, Modern Languages and Literatures, Psychology, Sociology, Translation , etc. Candidates should hold a PhD, have a significant body of publications and a strong record of research funding, possess extensive administrative experience at the university level, and be fluent in French and English. Hiring will be at the rank of Full Professor in a tenure-track position. The starting date is July 1, 2006. Each applicant should submit a curriculum vitae, a written statement of a strategic plan for the proposed Institute, examples of recent publications and three confidential letters of recommendation to be sent separately by November 30, 2005, to Dr George Lang, Dean, President of the IOLB Selection Committee, Faculty of Arts, University of Ottawa, 60 University Street, Ottawa, ON, K1N 6N5. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from men.

■ **LINGUISTICS — University of Ottawa.** Professor and Coordinator, Language Testing Section, Second Language Institute: The Second Language Institute (SLI) coordinates numerous activities relating to language teaching and language testing at the University of Ottawa. The successful candidate, an expert in the field of language teaching, research and testing, will have the mandate to lead the SLI in establishing its role as an innovator in language industries in Canada. In addition to teaching, the candidate will be responsible for the coordination of the Language Testing Section (i.e., administration and supervision of testing operations). The candidate

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Saint Mary's University
Halifax, Nova Scotia, Canada

## Director, Continuing Education

Saint Mary's University invites applications and nominations for the position of Director of Continuing Studies for a term of five years (renewable) commencing January 1, 2006 or as soon thereafter as possible.

Continuing Education at Saint Mary's has a distinguished history of innovative programming and strong community outreach at both the Robie Street and World Trade Center campuses of Saint Mary's. Continuing Education is organized in two broad areas of program administration, one encompassing credit courses (including distance, extension and summer school programs), the other focusing on non-credit executive and professional development programs. The division also offers community-based programming such as its successful offering for Elder Learners, and is widely known for its commitment to lifelong learning.

Reporting to the Vice-President Academic and Research, the Director will be responsible for providing strategic leadership to the Division of Continuing Education; overseeing program development, promotion and delivery; managing the budget and financial affairs of Continuing Education; promoting collaboration and partnerships both within the University and externally; and representing the University on appropriate external committees and organizations.

The successful candidate will have a keen understanding of the challenges and opportunities facing post-secondary education; a record of demonstrated success in strategic planning and change management; excellent communication and team-building skills; proven ability to promote collaboration and build partnerships; business acumen; an understanding and commitment to a "business model" approach to program management; and an entrepreneurial spirit. Minimal educational requirements are a Master's degree in an appropriate discipline.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. The Search Committee will begin to consider applications on **October 15, 2005** and continue until the position is filled. Nominations and applications should be sent in confidence to:

**Dr. Terrence Murphy, Vice-President, Academic and Research**
**Chair, Search Committee for Director of Continuing Education**
**Saint Mary's University, Halifax, Nova Scotia, B3H 3C3**
Fax: (902) 420-5104
Email: vpacademic@smu.ca

**www.smu.ca**

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SIMON FRASER UNIVERSITY

## Professorship in Women's Studies

The Department of Women's Studies at Simon Fraser University is seeking a candidate with outstanding women's studies or gender studies background for the Ruth Wynn Woodward Endowed Professorship in Women's Studies. We will consider applicants with extensive experience in academia, the professions, or as an activist.

This is a one year limited term appointment that will begin in September 2006. The area of specialization is open. Responsibilities will include teaching one course per term for two terms, public lectures, and community outreach. The successful candidate may be asked to teach a graduate as well as an undergraduate course. Applicants must have appropriate academic qualifications (a Ph.D. or equivalent). This position would be ideal for someone on sabbatical leave.

The stipend for this position will be between $60,000 and $70,000 depending on experience. The department will also provide a small research stipend and offer research and office support.

Candidates should have three letters of reference, an application letter and a curriculum vitae sent to: Professor Marjorie Griffin Cohen, Chair, Department of Women's Studies, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Email: mcohen@sfu.ca. Tel: 604.291.5526. Fax: 604.291.5518.

Completed applications must be received by the Department of Women's Studies no later than **January 27, 2006**. Please send a hard copy of the curriculum vitae and letter of application. Letters of reference may be sent by email or fax providing a signed copy of the letter is sent at the same time by regular mail or courier. Email inquiries are welcome and should be sent to mcohen@sfu.ca.

*Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.*

# CAREERS CARRIÈRES

will ensure the promotion of an entrepreneurial spirit at the SLI and the Faculty of Arts, seeking research partnerships for projects at the SLI in the field of language sciences and will work on the elaboration of training programs, entrepreneurial projects and multidisciplinary research projects involving specialists from other departments and faculties. S/he holds a specialized Doctorate in Measurement and Evaluation or Second Language Teaching and, ideally, a Master in Business Administration or equivalent experience. The candidate also possesses an excellent knowledge of French and English. In addition to a university teaching and administration background and a strong research and publication record, the candidate possesses entrepreneurial qualities. This is a tenure-track position and the hiring may be filled at a rank higher than assistant professor. The start date for this position is July 1, 2006. Please forward a cover letter, curriculum vitae, a list of recent publications as well as three letters of reference to the address below before November 30, 2005: Robert Courchène, Chair, Second Language Institute, University of Ottawa, 600 King Edward Ave., Ottawa, ON, K1N 6N5; Tel: 613-562-5359; Fax: 613-562-5126; e-mail: Robert.Courchene@uottawa.ca. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from men.

■ **LINGUISTIQUE — Université d'Ottawa.** Le Département de linguistique de l'Université d'Ottawa annonce un poste de professeur au rang d'adjoint en phonologie et/ou phonétique, menant à la permanence et débutant le 1er juillet 2006. Les candidats doivent détenir un doctorat en linguistique et avoir démontré un fort potentiel de recherche. Un intérêt pour d'autres domaines de la linguistique sera considéré comme un atout. La préférence sera accordée aux candidats capables d'enseigner en anglais et en français à l'intérieur d'un délai déterminé. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Prière de soumettre un c.v. et un échantillon représentatif du dossier de recherche et de faire parvenir trois (3) lettres de recommandation directement à: Mme Marie-Hélène Côté, directrice, Département de linguistique, Université d'Ottawa, 70, avenue Laurier Est, Ottawa, ON, Canada, K1N 6N5, avant le 1er décembre 2005. Toutes les personnes dûment qualifiées sont invitées à faire acte de candidature; toutefois, la priorité ira aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut de langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle.

■ **LINGUISTIQUE — Université d'Ottawa.** Le Département de linguistique de l'Université d'Ottawa annonce un poste de professeur au rang d'adjoint en linguistique informatique, menant à la permanence et débutant le 1er juillet 2006. Les candidats doivent détenir un doctorat en linguistique et avoir démontré un fort potentiel de recherche. Ce poste implique l'intégration de la linguistique informatique à l'un ou l'autre des domaines de la linguistique. La préférence sera accordée aux candidats capables d'enseigner en anglais et en français à l'intérieur d'un délai déterminé. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Prière de soumettre un c.v. et un échantillon représentatif du dossier de recherche et de faire parvenir trois (3) lettres de recommandation directement à: Mme Marie-Hélène Côté, directrice, Département de linguistique, Université d'Ottawa, 70, avenue Laurier Est, Ottawa, ON, Canada, K1N 6N5, avant le 1er décembre 2005. Toutes les personnes dûment qualifiées sont invitées à faire acte de candidature; toutefois, la priorité ira aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut de langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle.

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■ **LINGUISTIQUE — Université d'Ottawa.** Situés au cœur de la capitale nationale, à proximité des grands établissements nationaux, l'Université d'Ottawa est une institution véritablement sans égal. Ses quelque 32 000 étudiants baignent dans un intense et vibrant milieu de recherche où culture et sciences se marient comme nulle part ailleurs (Bibliothèque et Archives nationales, Conseil national de recherches, Centre national des Arts, musées nationaux, ambassades et services culturels étrangers, etc.). Ici, c'est dans un environnement bilingue que l'enseignement en abondance la créativité et l'innovation. La Faculté des Arts de l'Université d'Ottawa sollicite des candidatures à la direction de l'Institut des langues officielles et du bilinguisme (ILOB). Ce poste cadre exige vision et leadership. La personne recherchée possede l'envergure, les compétences et l'expertise nécessaires pour mettre sur pied l'ILOB et en gérer l'essor, ce qui implique entre autres la création des programmes d'études à tous les cycles d'études, l'embauche du personnel enseignant et administratif, la promotion des partenaats de recherche, et ce, tout en mesant sur les points forts de l'Université et plus particulièrement l'Institut des langues secondes. L'ILOB sera exã sur l'enseignement et l'apprentissage des langues officielles du Canada (le français et l'anglais), le bilinguisme au Canado et ailleurs, l'évaluation des compétences en langue seconde et les activtés de recherche connexes, dans un contexte d'interdisciplinarité stratégique des programmes d'études et de la recherche et par l'usage novateu des technologies de l'information. L'ILOB jouera un rôle clé dans l'un des grands axes de développement de l'Université: «Le Canada (le bilinguisme et le multiculturalisme: les défis sociaux et culturels)». La personne choisie étant un chef de file de renom dans l'apprentissage d'une langue seconde, les langues an contact et le bilinguisme, elle sera en mesure d'étendre le rayonnement national et internationa de l'ILOB. Ses intérêts de recherche et d'enseignement devront rejondre l'un ou l'autre des domaines de recherche des diverses facultés et départements universitaires associés aux objectifs interdisciplinaires de l'ILOB, notamment en éducation, English, génie, lettres françaises, langues et littératures modernes, linguistique, psychologie, sociologie et traduction. Les personnes candidates doivent détenir un doctorat et avoir à leur actif de nombreuses publications et subventions de recherche, doublées d'une expérience éprouvée de l'administration universitaire et d'une excellente connaissance du français comme de l'anglais. Le poste est classé au rang de professeur titulaire et mène à le permanence. L'entrée en fonction est fixée au 1er juillet 2006. Le dossier de candidature doit comprendre un curriculum vitae, un plan stratégique pour l'avenir de l'institut, des exemples de publications récentes et trois lettres de recommandation confidentielles, sous pli séparé. Prière de faire parvenir le tout au plus tard le 1er novembre 2005, à M. George Lang, président du Comité de sélection de l'ILOB, Faculté des arts, Université d'Ottawa, 60, rue Université, Ottawa (Ontario) K1N 6N5. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université a une politique en matière d'emploi et encourage fortement les hommes à présenter leur candidature.

■ **LITTÉRATURES & CULTURES CONTEMPORAINES (LANGUE FRANÇAISE) — Université Simon Fraser.** Le Département de français de l'Université Simon Fraser, Burnaby, Colombie-Britannique, sollicite des candidatures pour un poste, menant à la permanence, de professeur(e) adjoint(e), pour lequel la date d'entrée en fonction est le 1er septembre 2006. Ce poste est sous réserve d'approbation budgétaire. Les candidats devront avoir un doctorat en études françaises avec spécialisation dans le domaine des littératures et des cultures contemporaines. Pour une description détaillée du poste, consulter le site de SFU: http://www2.sfu.ca/vpacademic/Faculty_Openings/Arts.html. Nous invitons les candidat(e)s à consulter notre page web pour plus d'informations sur le département au: www.sfu.ca/french/. Prière de faire parvenir un c.v., une lettre de présentation et un dossier de recherches avec copies des principales publications, et les noms d'au moins trois répondants au: Director, Département de français, Univers ité Simon Fraser, 8888 University Drive, Burnaby C.-B. V5A 1S6, Canada. L'examen des candidatures commencera le 15 décembre 2005 et continuera jusqu'à ce que le poste soit comblé. Toutes les personnes qualifiées sont invitées à peser leur candidature. Toutefois cette offre s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes qualifiées.

## M

■ **MATHEMATICS — University of Ottawa.** With its strategic location at the heart of Canada's capital, its broad variety of teaching and research initiatives offered in the two official languages, the cosmopolitan environment, and its national perspective, the University of Ottawa is truly Canada's University. The Department of Mathematics and Statistics of the University of Ottawa invites applications to fill at least one tenure-track position at the Assistant Professor level starting July 1, 2006. Priorities will be given to candidates in either algebra or in category theory/logic. Exceptional candidates in other fields are also invited to apply. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Mayer Alvo, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON, Canada, K1N 6N5. Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is November 15, 2005 or until the position is filled. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first. Information about the department can be found at hyperlink: http://www.science.uottawa.ca/mathstat.

■ **MATHEMATICS — University of New Brunswick.** The Department of Mathematical Sciences at the University of New Brunswick in Saint John invites applications for one tenure-track position in Financial Mathematics, to begin July 1, 2006. The position is at the rank of Assistant Professor (an appointment at a higher rank may be considered for exceptional applicants) and is subject to final budgetary approval. Applicants should hold a PhD in Mathematics with a strong research record in the area of Financial Mathematics. Preference will be given to candidates demonstrating excellence in teaching. UNB Saint John is committed to excellence in its undergraduate and graduate programs and the successful candidate will be expected to be able to teach at all levels from first year through to graduate level. The Department offers Mathematics Majors though BSc, BA and BOA degree programs and a BSc degree with a joint Mathematics-Economics major and is planning to establish a Financial Mathematics program. Applicants should send a current curriculum vitae, including a list of publications and a statement of research interests and teaching philosophy, and should also arrange for three letters of reference to be sent to the address below or emailed to mathsci@unbsj.ca. Dr. M. Kamel, Chair, Department of Mathematical Sciences, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5. Review of applications will commence November 30, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **MATHEMATICS — Wilfrid Laurier University (Brantford Campus).** Launer Brantford will be hiring one new faculty member in mathematics and education on limited term appointment, subject to budgetary approval. The position will begin July 1, 2006. Please visit our website et www.wlu.ca/ brantford for full details on this position.

■ **MATHEMATICS & STATISTICS — Carleton University.** The School of Mathematics and Statistics at Carleton University invites applications for a tenure-track faculty position at the rank of Assistant Professor in Applied Statistics, starting July 1, 2006. Applicants should have a PhD in Statistics or related areas, and e strong commitment to excellence in research and teaching. The School is particularly interested in candidates who are active in the areas of Biostatistics or Computational Statistics. The successful candidate will be expected to develop a strong, externally-funded research program, supervise students, and develop and teach undergraduate and graduate courses. More information about the School can be found at www.mat h.carleton.ca. Applications (hard copies only) including a curriculum vitae, three letters of reference, and up to four sample publications should be sent to: Dr. Y. Q. Zhao, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Fax: (613) 520-3536; Email: mawa@math.carleton.ca. Consideration of applications will begin on November 15, 2005 and continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aborig nal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MATHEMATICS & STATISTICS — McGill University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in applied mathematics. While the appointment is expected to be made at the level ot an Assistant Professor, the Department would consider applicants for a senior position. The appointment is expected to be in the field of optimization (continuous or discre(e). Applicants should hava a strong mathematical background and an active interest in problems driven by applications. Candidates must have e doctoral degree at the date of appointment. They are also expected to have demonstiated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels, particularly in the area of continuous optimization. Applications with a curriculum vitae, a list of publicatrons, a research outline, an account of teaching experience, a statement on teaching, and the names, phone numbers and e-mail addresses of at feast four references (with one addressing the teaching record) should be sent to: Professor A. R. Humphries, Chair, Applied Mathematics Search Committee, Department of Mathematics & Statistics, McGill University, 805 Sherbrooke St. W., Montreal, QC, Canada, H3A 2K6. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are encouraged to include copies of up to 3 selected reprints or preprints with their applications. To ensure full consideration, applications must be received by January 6, 2006. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. However, all outstanding candidates will be considered. McGill University is committed to equity in employment.

■ **MATHÉMATIQUES — Université d'Ottawa.** Son emplacement stratégique au cœur de la capitale du pays, la grande variété de ses programmes d'enseignement et de recherche, offerts dans les deux langues officielles du Canada, sa diversité croissante ainsi que sa perspective nationale font de l'Université d'Ottawa « l'Université canadienne » par excellence. Le Département de mathématiques et de statistique de l'Université d'Ottawa met au cancours au moins un poste de professeur adjoint menant à la permanence. Entrée en fonction: le 1er juillet 2006. Une pnoté sera accordée aux candidats en algèbre ou en thedne des catégories/logique. Les candidats exceptionnels dans tout autre domaine des mathématiques seront aussi considérés. Les candidat(e)s doivent laire parvenir leur dossier de candidature au directeur du département, Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa, ON, Canada, K1N 6N5 pour le 15 novembre 2005 et continueront d'être considéré jusqu'à ce que le poste soit comblé. Les dossiers doivent comprendre un curriculum vitae, un plan de recherche et quatre lettres de recommandation confidentielles dont une sur l'enseignement. Nous encouiageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes. Les conditions d'emploi sont déterminées par une convention collective. L'université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à peser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents. Pour plus de renseignements voir hyperlink http://www.science.uottawa.ca/mathstat.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechan-

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SUN LIFE FINANCIAL CHAIR
IN ADOLESCENT MENTAL HEALTH

The Faculty of Medicine, Dalhousie University and the IWK Health Centre have received generous support from Sun Life Financial, the Meighan Foundation and Reaching Out for this newly endowed Chair in Adolescent Mental Health, and are seeking applications to fill this prestigious position.

This recruitment is a cornerstone in the development of a comprehensive strategic plan through which research quality, productivity, and community awareness of adolescent mental health issues and clinical care will be enhanced. As such, the founding Chair will have the opportunity to be the chief strategist, champion and co-ordinator of dedicated clinical and research professionals at the Dalhousie University's Faculty of Medicine, the IWK Health Centre and community mental health groups. It is expected that this Chair will play a significant role both within the Atlantic region and beyond.

We wish to attract a talented and energetic leader with an established research record in adolescent mental health, and the ability to develop and direct an internationally recognized research program in mental illness/mental health, emphasizing the potential for translation and application to clinical practice. A demonstrated ability to attract external funding and support and to sustain a strong research program is essential. Candidates must be inclusive and collaborative in thought leadership and knowledge sharing, and interested in shaping a strategy for adolescent mental health research, clinical practices and community outreach in the region and beyond.

Individuals with appropriate credentials are invited to submit a letter of application, a recent curriculum vitae and names of three referees, in confidence. Correspondence with reference to project 8065 should be directed to The Caldwell Partners International through the Opportunities Section of www.caldwell.ca or to 5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, Canada, B3J 3R4.

This competition will be open until an appointment is made. The target appointment date is July 2006. The initial renewable term of this appointment will be five years.

Visit www.medicine.dal.ca and www.iwk.nshealth.ca, to learn more about these institutions.

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.*

THE CALDWELL PARTNERS
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# CAREERS CARRIÈRES

ies and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin January 1, 2006 or as soon as possible thereafter. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.me.uwaterloo.ca. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in thermal engineering at the assistant, associate, or full professor rank. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 110 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to thermal engineering. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4350. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at http://www.enguwaterloo.ca/ and http://mecheng1.uwaterloo.ca/. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professional levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING — University of Victoria.** The Department of Mechanical Engineering, University of Victoria, invites applications for two tenure-track faculty positions at the level of Assistant Professor. Under exceptional circumstances appointment at the Associate Professor level will be considered. Candidates for both positions must have a PhD in mechanical engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer, or be eligible for and committed to registration. Both of the successful applicants will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in the academic affairs of the Department. Position 1: Thermofluids (Interest and expertise in energy systems preferred). Position 2: Advanced Manufacturing. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. There are 19 faculty members including three Canada Research Chairs, and close to 70 graduate students in the Department. The Department is very active in research with a large number of research personnel and visiting researchers. The Department has an excellent collegial atmosphere, and attracts excellent graduate and undergraduate students. Further information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vita, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be sent by November 30, 2005 to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **MEDICINE — University of British Columbia.** The successful candidate will join an interdisciplinary, interdepartmental Centre focused on research in immunology and stem-cell biology, with a special emphasis on the causes and cure of arthritis. The successful applicant will have an international reputation in an aspect of protein chemistry broadly relevant to immunology/ inflammation or repair/regeneration and a record of sustained success in obtaining research funding. The BRC is designed to facilitate interaction between research groups and members have access to excellent facilities for mass spectrometry and proteomics, mouse genetics, flow cytometry, and the chemical synthesis of proteins and peptides. the applicant will be appointed in an academic department appropriate to their interests and expertise and will teach in the BRC and in that department. Space at The Biomedical Research Centre is re-allocated according to needs as research groups change in their size and requirements for specialized space. Researchers in a given group are distributed throughout the building and work alongside others using similar technologies, fostering exchange of expertise and ideas between groups. The BRC has recently been expanded by addition of an 800 sq m annex that houses new instrumentation for mass spectrometry proteomics and flowcytometry. Infra-structure support has been provided by the MSFHR through its Research Unit program. Funding will be provided to aid in establishing the applicant's research program at UBC. salary will be commensurate with qualifications and experience and is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified person to apply, however priority will be given to Canadian and permanent residents of Canada. Letters of application and the names of four referees should be submitted with a current curriculum vitae to: John Schrader, MBBS, PhD, FRSC, Director, The Biomedical Research Centre, 2222 Health Sciences Mall, University of British Columbia, Vancouver, BC, V6T 1Z3, Canada. Tel.: 604 822 7822; Fax: 604 822 7815; john@brc.ubc.ca. Applications will be accepted until November 30, 2005. Anticipated start date is January 1, 2006.

■ **MICROBIOLOGY & IMMUNOLOGY — University of British Columbia.** The Department of Microbiology and Immunology, University of British Columbia, has a tenure track Assistant Professor position available for an investigator whose research interests lie in the area of cellular microbiology and/or innate immunity. The selected candidate would be eligible to apply for a Tier II Canada Research Chair, a prestigious funding program that was created to attract and retain outstanding young scientists. The Department of Microbiology and Immunology has a strong research record and a thriving graduate program. The nominated candidate will benefit from shared departmental equipment and modern laboratory facilities in the newly erected Life Sciences Centre that will be home to more than 100 multidisciplinary research teams. To apply, please send your CV and a five year research plan to Nancy Kan, Secretary to the Head, Department of Microbiology and Immunology, Life Sciences Centre, 2350 Health Sciences Mall, Vancouver, BC, V6T 1Z3, Canada, by December 1, 2005. Electronic (PDF) submissions can be sent to nancyk@interchange.ubc.ca. Please also arrange to have three confidential letters of recommendation mailed or e-mailed to the same address for receipt by December 1, 2005. The letters should focus on the applicant's potential to develop an independent research program as well as their demonstrated or potential abilities to train graduate students and teach undergraduate students. The University of British Columbia hires on the basis of merit and is committed to employment equity. All positions are subject to review and final approval by the CRC Secretariat. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canada Immigration requirements associated with the Canada Research Chairs program.

■ **MODERN LANGUAGES & LITERATURE — University of Ottawa.** The Department of Modern Languages and Literatures of the University of Ottawa announces the opening of a full-time, tenure-track position for an Assistant Professor in Arabic starting 1st July, 2006. Fields of specialization: second-language acquisition applied to the teaching of Arabic; Arabic culture, literature and Linguistics. Completed PhD and publications should be relevant to at least one of the fields of specialization required. Native or near-native command of Arabic and demonstrated ability to design innovative teaching materials will be important assets. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach at the undergraduate level in all three languages (Arabic, French and English). Salary is in accordance with the University of Ottawa collective agreement. Applications, including a curriculum vitae, recent publications, and the names of three referees, should be sent before 15th January 2006 to: Dr. José Ruano de la Haza, Chair, Department of Modern Languages and Literatures, University of Ottawa, 70, Launer Avenue East, Ottawa, Ontario, K1N 6N5; Tel: 613-562-5929; Fax: 613-562-5138; E-mail: jmruano@uottawa.ca All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Ottawa is committed to an employmanet equity program and strongly encourages applications from women.

■ **MOLECULAR ECOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in Molecular Ecology for the Great Lakes Institute for Environmental Research (GLIER) at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Brian J. Fryer, Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4, Phone: 519-253-3000, ext 2732; Fax: 519-971-3616; E-mail: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MUSIC — University of Windsor.** The University of Windsor's School of Music invites applications for three fenure-track faculty positions in the areas of Music Therapy, Music Education, and Music commencing July 1, 2006. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sandra Curtis, Director, School of Music, University of Windsor, Windsor, Ontario, N9B 3P4, Ph: 519-253-3000 ex. 2796, Fax: 519-971-3614, email: scurtis@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.


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Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in Athabasca, AB:

**Assistant Professor, History Centre for Global and Social Analysis**

The Assistant Professor will teach introductory World History and Asian History at the senior level and contribute to the development of the Global Studies program at Athabasca University. The successful candidate will have a Ph.D. with a specialization in the comparative history of the developing world and an emphasis on social history. Experience in adult, distance, and on-line learning as well as working knowledge of a second language are assets. Candidates should address their teaching experience and provide evidence of their potential for developing an active research program.

Please refer to the full job profile on our Web site at: www.athabascau.ca/jobprofiles

This is a tenure track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Mary Richardson at (780) 675-6207 or via e-mail: maryr@athabascau.ca.

All qualified candidates are encouraged to apply; however, Canadiens and Permenent Rasidants will be given priority.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees by December 7, 2005, quoting competition #CA-APH-1011. Applications should be e-mailed to the Human Resources Advisor, Human Resources at resume@athebascau.ca.

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca



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Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

**TENURE-TRACK FACULTY POSITIONS**

**Department of Mechanical and Industrial Engineering**

Faculty of Engineering and Applied Science

The Department of Mechanical and Industrial Engineering offers four-year accredited programs leading to Bachelor of Engineering (B.Eng.) degrees in Mechanical Engineering and Industrial Engineering. The Department also offers graduate programs leading to Doctor of Philosophy (PhD), Master of Applied Science (M.A.Sc.), and Master of Engineering (M.Eng.) degrees. Information on the Department can be found at www.mie.ryerson.ca. The Department invites applications for tenure-track faculty positions in Mechatronics and Industrial Engineering, at the Assistant or Associate Professor level.

Applicants in the area of Mechatronics must hold a PhD degree in Mechanical or Electrical Engineering or a related discipline. The successful applicant will be expected to teach undergraduate courses in mechatronics design and microcontrollers, develop new graduate courses, and supervise graduate students. Candidates with excellence in teaching and research in Mechatronics Design, Sensors, Instrumentation, Controls, Embedded Microcontrollers, Electromechanical Systems, MEMS and/or Robotics are of particular interest.

Applicants in the area of Industrial Engineering must hold a PhD degree in Industrial Engineering or a related discipline, and have a strong commitment to teaching and research, with the ability to establish and maintain a dynamic research program in their fields of expertise. Candidates with research interests in all areas of Industrial Engineering are encouraged to apply. Preference will be given to applicants in the areas of Operations Research, Optimization, Facilities Design, Quality Assurance, Information Systems, Ergonomics, and/or Human Factors.

All applicants should be registered, or eligible for registration, as a Professional Engineer in Ontario. Industrial experience in any of the above noted areas would be considered an asset. The level of appointment and salary will be commensurate with the qualifications of the candidate.

Applications, including a curriculum vitae, a statement of research and teaching interests, and names of three references, should be sent, no later than December 15, 2005, to: Dr. Liping Fang, Professor and Chair, Department of Mechanical and Industrial Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5265. E-mail: lfang@ryerson.ca. Applications received after this date will continue to be considered until suitable candidates are found. We thank all candidates for applying; however, only those selected for an interview will be contacted.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

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# CAREERS CARRIÈRES

■ **MUSIC — University of Toronto at Scarborough.** The Department of Humanities at the University of Toronto at Scarborough invites applications for a full-time position in Musicology at the rank of Assistant Professor to commence July 1, 2006. We are seeking a dynamic candidate with broad interests who specializes in one or more areas of 20thC or contemporary musical studies, including jazz, popular music, media and technology, sound and conceptual/performance art, etc. The successful candidate will demonstrate exceptional scholarly promise, be prepared to teach a broad range of courses on traditional and contemporary music for undergraduate majors and non-majors, and work creatively and imaginatively with colleagues in an interdisciplinary and collaborative Visual and Performing Arts context. Duties also include graduate teaching and supervision. Completed PhD and clear evidence of excellence in both research and teaching required. Salary commensuate with experience and qualifications. Send a letter of application, curriculum vitae, and one writing sample to Professor William R. Bowen at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to this address. The deadline for applications is November 14, 2005. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **MUSIC — The University of Western Ontario.** The Department of Music Theory and Composition and the Department of Music History at The University of Western Ontario, Don Wright Faculty of Music, invite applications for a joint tenure-track appointment in music film composition at the Assistant or Associate Professor rank, effective July 1, 2006. The appointee will be a well-trained musician, a composer with extensive experience composing music for film. The successful candidate's music will reflect a range of musical styles. Technological expertise in digital music systems, hardware, and software will be expected, as well as expertise in sound recording and composing for acoustic musical instruments in the context of film music. Candidates must also be able to offer a critical perspective on music for film. The position will include teaching courses at the undergraduate and graduate levels on practical aspects of writing music for film and on film music in contemporary culture, participation in graduate advising, and committee work and service to the university. A doctoral degree or equivalent professional experience is expected. Applications should include: a curriculum vitae with complete contact information (including email address and phone number); a cover letter with a statement of current and past creative activities and interests; and at least three recorded film excerpts demonstrating original music (DVD format) with scores of the excerpts only. (Please limit the excerpts to no more than 15 minutes in total.) Three confidential letters of reference should be sent to the address below. For more information about the Don Wright Faculty of Music, please visit our website at: http://www.music.uwo.ca/. For more information about this appointment, please contact Dr. Robert Toft, Chair, Department of Music History (rtoft@uwo.ca; 519-661-2111 ext. 85358) or Dr. Catherine Nolan, Chair, Department of Music Theory and Composition (cnolan@uwo.ca; 519-661-2111 ext. 85368). All application materials should be sent to: Film Composition Search, University of Western Ontario, Don Wright Faculty of Music, Talbot College, London, Ontario, Canada, N6A 3K7. Consideration of applications will commence on February 1, 2006 and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MUSIC — Brock University.** The Department of Music at Brock University invites applications for a tenure-track probationary appointment in music theory at the Assistant Professor level, effective July 1, 2006, subject to final budgetary approval. Qualifications include a doctoral degree in music theory (completed or near completion), strong interpersonal and organizational skills, and the ability to teach both majors and non-majors successfully. Candidates should have a record of, and potential for, research and publication, as well as a commitment to undergraduate teaching and demonstrated excellence as an instructor. The successful candidate will be able to teach courses in all levels of undergraduate music theory, as well as music appreciation for non-majors. The ability to teach courses in other areas, including music history, composition, aural skills, or keyboard harmony, would be an asset. The Department of Music has over 60 majors in programs leading to the degrees of Bachelor of Music and Bachelor of Arts in Music, and over 600 enrollments in music courses. Students may also take a Minor in Music. Small classes provide a learning environment in which students participate fully and develop into literate and versatile musicians. Applicants should send a letter of application, curriculum vitae, including a teaching dossier and published research, and arrange for three confidential letters of reference to be sent to: Dr. Brian E. Power, Chair, Department of Music, School of Fine and Performing Arts, Brock University, St. Catharines, ON, L2S 3A1; Phone: (905) 688-5550 ext. 4306; Fax: (905) 688-2789. Electronic submissions may be sent to: bpower@brocku.ca. More information on Brock University can be found on the University's web site: www.brocku.ca. Deadline for applications: December 5, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply.

■ **MUSIC — University of Lethbridge.** The University of Lethbridge Faculty of Fine Arts Department of Music invites applications for a tenure-track position as Assistant Professor of Music, effective July 1, 2006. Preference will be given to candidates with a research emphasis in Sound Engineering. For more information and for application procedures, please visit our website at www.uleth.ca/ffa and click on "Employment".

## N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca); the initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g., quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nefacultyhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NEUROLOGY — University of British Columbia.** The University of British Columbia and Vancouver Coastal Health Authority seek outstanding established researchers (holding a PhD or MD) to participate in an expanded research initiative in the field of multiple sclerosis research. The successful candidates may be at any career level, but should have demonstrated expertise in multiple sclerosis research. Preference will be given to individuals in the general area of MS imaging, but applications from any area of MS research will be considered. The tenured or tenure-track positions are offered with the support of a permanent endowment and will be held in the Division of Neurology and the Brain Research Centre. The anticipated start date is between September 1, 2006 and September 1, 2007. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply. However, Canadians and permanent residents of Canada will be given priority. The deadline for receipt of applications is March 1, 2006. Please submit a letter of application, CV, and a statement of current research interests and future plans. Each applicant should also arrange for three (3) letters of recommendation to be submitted independently. Apply to: Dr. Max S. Cynader, Director, Brain Research Centre, The University of British Columbia, and Vancouver Coastal Health, 2211 Wesbrook Mall, Vancouver, BC, Canada, V6T 2B5; Fax: 604-822-0361; Email: info@brain.ubc.ca; Website: www.brain.ubc.ca.

## O

■ **ORGANIZATIONAL BEHAVIOUR — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level in Organizational Behaviour. We seek an individual with a PhD in Organizational Behaviour, Social Psychology, Industrial/Organizational Psychology, Sociology or related field, who is capable of research, teaching and graduate student supervision related to behaviour in organizations. Experimental or empirical researchers with a strong theoretical foundation and broad research interests are preferred. The Department of Management Sciences is an interdisciplinary group of researchers in the Behavioural Sciences, Economics, Information Systems, and Operations Research located within the Faculty of Engineering. The Department encourages collaboration across disciplines and with colleagues from other departments at the University of Waterloo. Current research by faculty members in Organizational Behaviour ranges from experimental work on decision making, knowledge representation and problem solving, to field studies of organizational innovation, technological change and the implications of information technology in organizations. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/. UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from women, members of visible minorities, native people, and persons with disabilities. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be evaluated as they are received, and will be accepted until the position is filled. Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

## P

■ **PATHOBIOLOGY — University of Guelph.** The Department of Pathobiology, Ontario Veterinary College, University of Guelph, invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in Comparative Pathology, with an emphasis on Wildlife and Ecosystem Health. The ideal candidate will have a degree in veterinary medicine and a PhD involving the health and diseases of captive or free-ranging wildlife, broad experience in comparative pathology, and an interest in some aspect of wildlife disease epidemiology, ecosystem health, emerging infectious diseases, or conservation medicine. Preference will be given to candidates who are board eligible or certified by the American College of Veterinary Pathologists. Duties will encompass teaching BSc, veterinary and graduate students in the areas specified, including experiential education such as participation in the wildlife disease pathology diagnostic service associated with the Canadian Cooperative Wildlife Health Centre activities at the College and OVM Ecosystem Health electives. Collaboration with faculty currently active in these areas within the department, as well as the development of an active extra-murally funded research program appropriate for graduate and postdoctoral student education, is expected. Willingness to be an active member of the Department, College, University, and scientific communities is also expected. The Department has recognized strengths in mammalian and comparative pathology, including wildlife disease, as well as in veterinary infectious diseases, and immunology. There are ample opportunities for collaborative teaching and research within the Department, College, University, nationally and internationally. Faculty have established research programs in a variety of areas funded through provincial, federal, and industrial sources and the Department has an excellent infrastructure to support animal research. Faculty members in the Comparative Pathology section are currently involved with various facets of the diseases and pathology of non-traditional pet species, laboratory animals, commercial and free-ranging fish, captive and free-living wildlife, and species held in zoological facilities. This new position will allow the Department to enhance and strengthen existing research and graduate offerings in comparative pathology, wildlife disease, emerging infectious diseases, zoological and conservation medicine, and broad ecosystem health issues. This position will support OVC's existing world class graduate program with the Toronto Zoo, enhance the Canadian Cooperative Wildlife Health Centre activities at the College, and support the National Wildlife Health Strategy and the OVC Public Health initiative by strengthening the areas of wildlife health and zoonotic disease, and allow the Department to sustain its involvement in a national veterinary Ecosystem Health elective in the OVM program. The

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SOBEY SCHOOL OF BUSINESS
SAINT MARY'S UNIVERSITY

Saint Mary's University
Halifax, Nova Scotia, Canada

## David F. Sobey Chair in Business

The David F. Sobey Chair in Business was established in 2005 with an endowment from Dr. David F. Sobey, C.M., Chairman Emeritus of Sobey's Inc. of Stellarton, Nova Scotia. The Sobey School of Business seeks a distinguished scholar/teacher with an international reputation in any of the following or related areas:

- Leadership and Strategic Management
- Human Resource Management/Organizational Theory
- Entrepreneurship and Venture Development
- Financial Management
- Retail Marketing Management

The successful candidate will bring a proven track record of working effectively with colleagues and students, have an active program of research, teach in our AACSB accredited undergraduate and graduate programs, and interact with the business community on issues of mutual interest and importance.

With 70 full time faculty and an enrollment of approximately 3,000 students in B.Comm., MBA, EMBA, M. Fin., Master of Management (Cooperatives and Credit Unions) and Ph.D. programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae, and the names of three references to:

**Dr. Saleh Amirkhalkhali, Search Committee Chair**
**Department of Economics, Saint Mary's University**
**Halifax, NS, B3H 3C3**
Fax (902) 420-5129

**www.smu.ca**

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Saint Mary's University
Halifax, Nova Scotia, Canada

## Dean, Faculty of Science
Saint Mary's University

Saint Mary's University invites applications and nominations for the position of Dean of the Faculty of Science, effective July 1, 2006.

The Science Faculty at Saint Mary's University has some 65 full-time faculty and 24 staff. Major facilities include the Institute of Computational Astrophysics, the Regional Geochemistry Laboratory, the Centre for Environmental Analysis and Remediation and the CN Centre for Occupational Health and Safety. Over 1,000 undergraduate students pursue B.Sc degrees in Astrophysics, Biology, Chemistry, Computing Science, Environmental Studies, Geography, Geology, Mathematics, and Psychology, as well as diplomas in Engineering and Forensic Science. Graduate programmes include Ph.D. and M.Sc. degrees in Astronomy and Psychology, and an interdisciplinary M.Sc. in Applied Science. Saint Mary's has recently secured $1.5 million in NSERC funding to build research capacity, one of only seven institutions across the country to receive this funding. Additional information on the Faculty and on the University can be found at **www.smu.ca**.

The Dean is expected to provide innovative leadership, and to represent the interests of the Faculty both within the institution and the broader community. The successful candidate will have a vision to enhance the Faculty's reputation as a leader in teaching and research. Candidates should have a strong record of successful academic administrative experience, teaching excellence, and scholarly publications.

Located in Halifax, Nova Scotia – the Atlantic provinces' largest city and the economic and cultural centre of the region – Saint Mary's has an enrolment of approximately 6,500 full-time and 2,000 part-time students. Saint Mary's offers a strong undergraduate education in Arts, Sciences, and Commerce, as well as graduate programs in strategically selected areas of strength. Saint Mary's has an annual operating budget of $90 million, and employs 640 full-time faculty and staff.

Decanal appointments are for five-year periods and are renewable.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Please respond in confidence to the address below.

**Janet Wright & Associates Inc.**
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
saintmarysdean@jwasearch.com

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# CAREERS CARRIÈRES

Ontario Veterinary College is currently involved in a comprehensive effort to institute a well-integrated competency based curriculum for veterinary students, which offers the opportunity to apply innovative teaching concepts. The Animal Health Laboratory serves the Veterinary Teaching Hospital and the veterinary community at large with a broad range of diagnostic specialists and a well-equipped facility. The City of Guelph is a pleasant community of 100,000 people, adjacent to southern Ontario's technology triangle, approximately one hour west of Toronto. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Salary is negotiable and commensurate with qualifications. The deadline for applications is February 28, 2006, or until a suitable candidate is found. Please send a completa curriculum vitae and the contact information for three references to: Dr. John Prescott, Chair, Department of Pathobiology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax: (519) 824-5930; email: prescott@ovc.uoguelph.ca. For information on the Department or City see: http://www.ovc.uoguelph.ca/PathoBio/; http://www.city.guelph.on.ca.

■ **PHILOSOPHY — Brock University.** The Department of Philosophy at Brock University invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2006. The position is subject to final budgetary approval. The applicants should have a PhD in philosophy and demonstrated research record. Area of Specialization: Ancient Greek Philosophy. Area of Competence: Contemporary Continental Philosophy. Some background in Eastern and/or Comparative Philosophy would be an asset. The deadline for applications is January 15, 2006. Applicants should send e curriculum vitae and a short research plan as well as arrange for three letters of reference to be sent to: Dr. H.G. Moeller, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1; Fax (905) 688-0625; Email: hmoeller@brocku.ca. The appointee will teach in the department's MA program in contemporary continental, eastern and comparative philosophies, as well as teach courses at various levels in the undergraduate program. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the university's web site at www.BrockU.ca.

■ **PHILOSOPHY — Brock University.** The Department of Philosophy at Brock University invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2006. The position is subject to final budgetary approval. The applicants should have a PhD in philosophy and demonstrated research record. Area of Specialization: Contemporary Continental Philosophy. Area of Competence: Ethics. Some background in Eastern and/or Comparative Philosophy would be an asset. The deadline for applications is January 15, 2006. Applicants should send e curriculum vitae and a short research plan as well as arrange for three letters of reference to be sent to: Dr. H.G. Moeller, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1; Fax: (905) 688-0625; Email: hmoeller@brocku.ca. The appointee will teach in the department's MA program in contemporary continental, eastern and comparative philosophies, as well as teach courses at various levels in the undergraduate program. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the university's web site at www.BrockU.ca.

■ **PHILOSOPHY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Philosophy in the area of Informal Logic/Argumentation Theory or Social and Political Philosophy at the rank of Professor or Associate Professor commencing July 1, 2006. The advertisement deadline date is November 15, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jeff Noonan, Acting Head, Department of Philosophy, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2317; Fax: 519-971-3681, Email: philos@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bnan Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **PHILOSOPHY — University of Toronto.** Applications are invited for a tenured position at the rank of Associate or Full Professor in the Department of Philosophy at the St. George (downtown) campus of the University of Toronto, to begin July 1, 2006. AOS: 20th-century continental philosophy, with a particular emphasis on the phenomenological tradition. Salary commensurate with qualifications. PhD and evidence of excellence in research and teaching is required. The University of Toronto Department of Philosophy is a three-campus graduate department, consisting of all philosophy faculty appointed to the St. George, Mississauga, and Scarborough campuses. Faculty carry out their undergraduate duties at the campus to which they are appointed; graduate teaching and supervision typically take place on the St. George campus. Additional information on the graduate department and on the St. George undergraduate philosophy can be found at www.philosophy.utoronto.ca. Send CV, writing sample, teaching materials, and the names of at least three references to: Continental Search, Department of Philosophy, University of Toronto, 215 Huron St., 9th Floor, Toronto, Ontario, M5S 1A2, Canada. We will start considering applications on November 15, 2005, and continue until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach, and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **PHILOSOPHY — University of Alberta.** The Department of Sociology invites applications for a tenure-track position in Criminology at the Assistant Professor level, commencing July 1, 2006. The banafits package is comprehensive. PhD is required at the time of appointment. The successful candidate will demonstrate a strong record/ outstanding potential for research in the area of Criminology/Socio-legal studies and have excellent communication and teaching skills and leadership potential. Applicants should submit a letter of intent, curriculum vitae, and teaching dossier and arrange for three confidential letters of reference to be sent by December 15, 2005 to: Dr. R. A. Sydia, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Fax: (780) 492-7196. For additional information, Sociology website is at www.arts.ualberta.ca/~lpowell/ . All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified individuals, including persons with disabilities, members of visible minorities, and Abenginal persons.

■ **PHILOSOPHY — York University.** Faculty of Arts, Toronto, Canada: An assistent professor position beginning July 1, 2006. This is not a duplication of our ed in the Oct JFP. 5 courses/year including undergraduate and graduate teaching. AOS: Cognitive Science AOC: Dpen. PhD in a discipline related to Cognitive Science is required by July 1/06. Candidates must demonstrate a commitment to interdisciplinary research. AA. See full ad at http://webapps.yorku.ca/academchinngviewer. Please send complete dossier to: Cog Sci Hiring Committee, Department of Philosophy, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3. Deadline: Jan 5, 2006. For EAPA interview: Dec. 2/05.

■ **PHILOSOPHY — Carleton University.** The Department of Philosophy at Carleton University (Ottawa, ON) invites applications for a tenure-stream position in moral, social, or political philosophy, to commence on July 1, 2006. The appointment will be made at the rank of assistant professor and is subject to budgetary approval. We seek an outstanding scholar with a PhD in philosophy, with a demonstrated potential for excellence in both teaching and research. The successful candidate will be expected to teach in the BA and MA programs, to contribute effectively to research and leadership in the Centre on Values and Ethics (http://www.carlaton.ca/cove) as well as the larger Department of Philosophy (http://www.carleton.ca/philosophy/), and to develop a program of research leading to significant peer-reviewed publications. Those whose work engages issues in public policy are especially encouraged to apply. The normal teaching requirement is five half-courses per academic year. Applications from all qualified applicants are welcome, although those from Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Abenginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications (with CV, samples of recent research, and evidence of excellance in teaching) should be sent to: Prof. Geraldine Finn, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. In addition, applicants should arrange for at least three letters of referance to be sent under separate cover. Consideration of candidates will commence on 1 December 2005, and continua until the position is filled.

■ **PHILOSOPHY — Wilfrid Laurier University.** The Department of Philosophy invites applications for a tenure-track appointment at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. Area of specialization: Ethics. All philosophical perspectives and traditions in this area are welcome. Area of competence: open, though the candidate must be able to contributa to our Doctoral program, our proposed MA program (Self, Agency, and Community), and the Philosophy, Political Science and Economics Honours BA program. For information about these programs, see our website: http://www.wlu.ca/homepage.php?grp_id=57b. Successful applicants will have a PhD or will have completed a PhD by the time of appointment. Applicants should send their curriculum vitae, a statement of teaching and research interests, three letters of reference, a teaching dossier (including official teaching evaluations) and a writing sample to: Dr. Robert Lilge, Acting Chair, Department of Philosophy, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5, Canada. The deadline for receipt of materials is December 31, 2005. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Launer University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minonty, persons with disabilities, and abenginel people.

■ **PHYSICAL EDUCATION — Brock University.** The Department of Physical Education and Kinesiology invites applications for a tenure track position in the area of Disabilities Sciences. The appointment will be made at the level of Assistant Professor effective July 1, 2006. The successful candidate will have scholorly expertise in the area of neuromuscular pathology and movement programming across the lifespan. The successful candidate will possess a completed doctorate at the time of appointment, have strong evidence of effective teaching and a proven track record of scholarly research and publication, and be qualified to contribute to programs at the graduate and undergraduate levels. A letter of application, a curriculum vitae, and the names of three referees should be submitted to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Faculty of Applied Health Sciences, Brock University, St. Cathannes, Ontario, L2S 3A1. Closing date for applications is January 16, 2006 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the university's Web site: www.brocku.ca.

■ **PHYSICAL EDUCATION & KINESIOLOGY — Brock University.** The Department of Physical Education and Kinesiology invites applications for a tenure track position in the area of Health Education. The appointment will be made at the level of Assistant Professor effective July 1, 2006. The successful candidate will have a strong academic background in the study of active living and healthy development across the lifespan and in contemporary health issues related to physical activity. Expenence in applied health and/or health education settings will be viewed an important asset. The successful candidate will possess a completed doctorate at the time of appointment, have strong evidence of effective teaching and a proven track record of scholarly research and publication, and be qualified to contribute to programs at the graduate and undergraduate levels. A letter of application, a curriculum vitae, and the names of three referees should be submitted to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is January 16, 2006 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's Web site: www.brocku.ca.

■ **PHYSICS — University of Waterloo.** As part of its ongoing expansion in astrophysics and cosmology, the Department of Physics of the University of Waterloo, Invites applicants for one or two positions at the Assistant (tenure-track), Associate, or Full Professor level. The successful candidate will overlap or complement the strengths of the astrophysics group in star formation, extragalactic astrophysics, and cosmology. The position is open to theorists, particularly those with strengths in computational astrophysics, as well as observers, particularly those involved in instrumentation. The Astrophysics and Gravitation Group at Waterloo consists of 10 faculty members. The University of Waterloo is a member of the SHARCNET consortium for High Performance Computing; faculty members have full access to SHARCNET facilities, which will include several machines in the top 100 list. We also maintain close contacts with the Perimeter Institute for Theoretical Physics. More information about the Physics Department and about the Astrophysics and Gravitation Group can be found at http://www.scienca.uwaterloo.ca/physics and http://astra.uwaterloo.ca, respectively. All applicants must have a PhD degraa, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be abla to demonstrata excellent potential for research. Salary ranga will be commensurata with qualifications and experience. Candidates should submit by regular mail a curriculum vitaa, an outlina of present research program, a briel future research plan, and a statement of thair teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be sent by email to search@astro.uwaterloo.ca or if this is inconvenient they should be addressed to the Astrophysics Faculty Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567 Ext. 6831. Applications received by December 1, 2005 will be given first consideration, however all applications will be considered until the position is filled. All qualified candidates are


## Chair
## Health Studies & Gerontology

Applications are invited for a Chair of a newly formed Department in the Faculty of Social Sciences at McMaster University. The Department is the result of the merger of two very strong undergraduate programs: Health Studies (http://www.socsci.mcmaster.ca/healthst/) and Gerontology (http://www.socsci.mcmaster.ca/gerontology/). These two programs currently share four broad areas of faculty research and teaching interests: policy and institutions; culture, meanings & experience; social inequality; and support & care.

The successful candidate may be appointed at the level of Associate or Full Professor and will have an externally funded research program in health and/or aging in any social sciences discipline. Preference will be given to candidates whose work brings a critical perspective to the intersection of health and aging. The appointee will be expected to conduct an externally funded research program yielding peer-reviewed publications as well as teach undergraduate and graduate students and supervise graduate students, once a graduate program has been approved.

The Chair will also provide dynamic leadership for undergraduate curriculum development for the new Department as well as the establishment of a graduate program offering both MA and PhD degrees. The successful candidate will also help to ensure a smooth transition from the merger as well as build bridges across Faculties in the areas of undergraduate and graduate education and research. The newly formed Department is expected to become a flagship for the University's Collaborations for Health initiative (www.mcmaster.ca/vpacademic/IHWG_memo.cfm) defined as a priority in the University's academic plan, Refining Directions (www.mcmaster.ca/pres/refining/index.cfm).

Applications should be sent by post or courier to:

**Dr Susan Elliott, Deen**
**Faculty of Social Sciences, KTH 132**
**McMaster University**
**1280 Main Street West**
**Hamilton, Ontario, Canada L8S 4M4**

McMaster University

Email or FAX applications will not be considered. An application should include as a minimum an application letter outlining the candidate's contributions to leadership in the areas of teaching, research and administration; a curriculum vitae, and names and contact information of three referees.

Applications will be reviewed beginning **December 15, 2005** and continue until a successful applicant is selected.

*All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.*



Queen's University

## Dean, Faculty of Arts and Science

Queen's University invites applications and nominations for the position of Dean of the Faculty of Arts and Science, effective July 1, 2006.

One of the few universities in Canada with a combined Faculty of Arts and Science, Queen's offers a broad range of programs in the creative arts, humanities, social sciences, and sciences. Arts and Science is the largest Faculty at Queen's, with more than 7,000 full-time and 1,400 part-time undergraduate students, approximately 1,000 graduate students, and approximately 450 full-time faculty.

Queen's faculty are internationally recognized for their teaching and research accomplishments. With nearly $150 million in total annual sponsored research funding, Queen's ranks fifth among Canadian universities for research intensity. Combined with outstanding research, Queen's also features a tradition of committed teaching and extensive student involvement in governance and all aspects of institutional life.

Located in the historic city of Kingston, Ontario, Queen's has a full-time student enrolment of 16,000 with approximately 1,000 faculty and 2,000 staff. Students, from every Canadian province and more than 100 countries worldwide, have among the highest average entering grades of any Ontario university, and amongst the highest graduation rates in Canada. Additional information about the University and the Faculty can be found at **www.queensu.ca**.

Candidates for Dean should possess a strong academic and research background; a demonstrated commitment to excellence in teaching and research; academic administrative experience of significant scale, scope and complexity; the capacity and vision to enhance further Queen's position as a research intensive university that provides a distinctive student experience; and the ability to mentor students effectively so as to advance their important role in the governance of the Faculty and the University, and their participation in the broader learning environment.

Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Decanal appointments are for renewable five-year periods, and include a continuing academic appointment. Applications and nominations, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below.

**Janet Wright & Associates Inc.**
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
queensartsandscience@jwasearch.com

**Janet Wright & Associates Inc.**
*Senior-level recruitment for the public and not-for-profit sectors*
www.jwasearch.com

JWA

# CAREERS CARRIÈRES

encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in condensed matter physics, with an emphasis in the area of strongly correlated systems. We are particularly interested in experimentalists that use spectroscopic techniques (NMR, Raman, muSR, neutron, ARPES and inelastic X-ray) as well as theorists with a computational approach to strongly correlated systems. Further information about the Department can be found on our web page: http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by November 20, 2005 and addressed to Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **PHYSICS — University of Toronto.** The Department of Physics at the University of Toronto is pleased to announce the search for a tenure stream appointment in Experimental Condensed Matter Physics, with a starting date of July 1, 2006 or thereafter. The search is open to all ranks. The successful candidate will join an outstanding group of experimental and theoretical faculty with related interests. Currently among these interests are strongly correlated electron systems and quantum/nanomaterials. The new experimental appointment will also join a strong group of existing experimental and theoretical faculty in quantum optics, cold atoms, quantum information, photonic crystals, particle physics, cosmology, and string theory. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and proven excellence or outstanding potential in both research and teaching. The salary will be commensurate with qualifications and experience. Please submit complete hard-copy applications only, including a curriculum vitae, list of publications, research plan, and arrange for three letters of reference to be sent to: Professor Michael Luke, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, ON, M5S 1A7, Canada. Applications will be reviewed beginning December 15, 2005 until the position is filled. Those received by December 15, 2005 will be given first consideration. The University of Toronto offers the opportunity to teach, conduct research, and live, in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PHYSICS — McGill University.** We are currently seeking applications for a tenure-track faculty position at the rank of Assistant Professor in the area of Theoretical High Energy Physics and Cosmology, beginning in September 2006. At present, the theoretical high energy physics group members are active in a wide range of topics, including phenomenology, astroparticle physics, cosmology, thermal field theory and collective phenomena, supergravity and string theory. Candidates in all sub-disciplines related to theoretical high-energy physics are invited to apply. The successful candidates will be strong teachers and outstanding researchers. Preferably by mail, and as soon as possible, candidates should submit: a CV; a statement of research goals and plans; a statement of teaching interests and philosophy; and arrange for at least three letters of reference to be sent directly to Professor Charles Gale, Chair, Department of Physics, McGill University, 3600 University St., Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin December 15th, 2005; applications will be accepted and reviewed until the positions are filled. The successful candidate will be supported by a generous start-up package and could be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **PLANNING (URBAN DESIGN) — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1; mehaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **POLITICAL SCIENCE — Queen's University.** The Department of Political Studies at Queen's University (www.queensu.ca/politics) invites applications for a tenure-track position at the assistant professor level in international relations with expertise in international political economy. Research interests in regional or ethnic conflict will be an asset. Preference will be given to candidates who have a completed PhD, show evidence of potential excellence in teaching and research, and who complement the research and teaching strengths of the Department. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants must submit a current c.v., a teaching dossier, and a sample of written work. Applicants should arrange for three referees to submit letters of reference on their behalf. Letters of reference may be sent by email to nossalk@post.queensu.ca, but applications must be submitted in hard copy to Kim Nossal, Head, Department of Political Studies, Mackintosh-Corry Hall Room C318, Queen's University, Kingston, ON, K7L 3N6, Canada. The deadline for receipt of applications is 2 December 2005.

■ **POLITICAL SCIENCE — Queen's University.** The Department of Political Studies at Queen's University (www.queensu.ca/politics) invites applications for a tenure-track position at the assistant professor level in Canadian politics. Preference will be given to candidates who have a completed PhD and show evidence of potential excellence in teaching and research. The University invites applications from all qualified individuals, including women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants must submit a current c.v., a teaching dossier, and a sample of written work. Applicants should arrange for three referees to submit letters of reference on their behalf. Letters of reference may be sent by email to nossalk@post.queensu.ca, but applications must be submitted in hard copy to Kim Nossal, Head, Department of Political Studies, Mackintosh-Corry Hall, Room C318, Queen's University, Kingston, ON, K7L 3N6, Canada. The deadline for receipt of applications is 2 December 2005.

■ **POLITICS & ECONOMICS — Royal Military College of Canada.** The Politics and Economics Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor. The required qualifications are a PhD or its equivalent in Economics, acceptable teaching experience in Economics and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. Fields of specialization are open. An interest in the Economics of Defence and Security Issues is an asset. The successful candidate should be prepared to teach primarily at the undergraduate level. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. The salary range is $46,283 to 84,515 per annum plus an annual Terminable Allowance of $3,300 for 2006/2007. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae including, a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to: Mrs. Debora Mahman, Human Resources Officer, Civilian Human Resources Service Centre (Kingston), Canadian Forces Base Kingston, 11 Mercury Crescent, Room 215, Kingston, ON, K7K 7B4. Phone. (613) 541-5010 ext 3250; Fax: (613) 541-4496. The expected starting date for the position is 3 July 2006. The closing date for applications is 17 January 2006. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a co-educational and bilingual institution, and this position is offered equally to women and men.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a position in Developmental Psychology at the Associate or tenure-track Assistant Professor level. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to the developmental division's focus on children's communication, social cognitive understanding, and language acquisition. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at http://www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at http://www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2006. Review of applications will begin on Nov. 1, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a PhD in I/O Psychology or equivalent field, and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an ongoing research program. This position constitutes an expansion of the graduate program in I/O Psychology. Information about the I/O program and the Department of Psychology can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2006. Review of applications will begin on November 15th, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo is recruiting an outstanding scholar to fill a Tier II Canada Research Chair (CRC) in the area of Clinical Psychology. Applications are invited for this tenure-track position at the Assistant to Associate level in our CPA and APA accredited Clinical Psychology Training Program. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement, acknowledged by their peers as having the potential to become world leaders in their research areas. Information about the CRC program can be found at http://www.chairs.gc.ca/ Chair candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and re-

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**Canadian Association of University Teachers**
**Association canadienne des professeures et professeurs d'université**

## *Assistant Executive Director*
## *Directeur(trice) général(e) adjoint(e)*

The Canadian Association of University Teachers is inviting applications for the position of Assistant Executive Director, starting July 1, 2006.

Duties will include providing tactical and strategic advice to member associations on collective bargaining issues; liaising with chief negotiators; assisting with the preparation and delivery of CAUT collective bargaining and other educational courses and workshops; assisting the Executive Director with academic freedom cases; providing advice to member associations on policy and other matters; providing advice and assistance to CAUT committees; and undertaking other related duties as may be assigned.

Applicants should have considerable experience and demonstrated competence in collective bargaining in the post-secondary sector including experience as chief negotiator; experience in handling grievances/arbitration; significant understanding of academic freedom, tenure and collegial governance; the ability to make effective presentations to large groups; the ability to write clearly and persuasively; knowledge of word processing, database systems and other computer software; basic knowledge of labour law and demonstrated ability to work cooperatively as part of a team. Candidates should have a graduate degree and knowledge of CAUT policies and programs. The ability to work in both official languages is a definite asset.

Salary: **$98,838–$104,040** plus 5 weeks vacation and an excellent benefits plan.

Interested candidates should forward their applications by **December 1, 2005** to: **James Turk, Executive Director, CAUT, 2675 Queensview Drive, Ottawa ON K2B 8K2.** Fax: 613-820-7244; E-mail: turk@caut.ca.

*All applications will be treated confidentially. Only those candidates selected for an interview will be contacted. CAUT is an equal-opportunity employer, committed to the principles of employment equity in hiring and in all of its employment practices.*

L'Association canadienne des professeures et professeurs d'université invite les personnes intéressées à soumettre leur candidature au poste de directeur(trice) général(e) adjoint(e), pour l'entrée en fonction le **1er juillet 2006.**

Le ou la titulaire du poste aura pour fonctions de fournir aux associations membres des conseils tactiques et stratégiques concernant la négociation collective, d'assurer la liaison avec les négociateurs en chef, d'aider à organiser et à dispenser les cours et les ateliers de l'ACPPU portant sur la négociation collective et d'autres sujets, d'aider le directeur général à traiter les cas relatifs à la liberté académique, de fournir aux associations membres des conseils sur la politique générale et d'autres questions, de fournir aide et conseils aux comités de l'ACPPU et d'exercer les autres fonctions connexes qui lui seront conférées.

Les candidats ou candidates devront posséder les compétences et qualités suivantes : expérience considérable et compétence confirmée en négociation collective dans le secteur de l'enseignement postsecondaire, y compris à titre de négociateur en chef; expérience de la procédure de règlement des griefs et des cas d'arbitrage; compréhension approfondie de la liberté académique, de la permanence de l'emploi et de la gouvernance collégiale; aptitude à faire des présentations efficaces devant de larges auditoires; aptitude à rédiger dans un style clair et persuasif; connaissance du traitement de texte, des systèmes de base de données et d'autres logiciels; connaissance de base du droit du travail et aptitude confirmée à travailler en collaboration avec les autres membres d'une équipe. Les candidats ou candidates doivent détenir un diplôme universitaire supérieur et avoir une connaissance des politiques et des programmes de l'ACPPU. La capacité de travailler dans les deux langues officielles est un atout certain.

Salaire : **98 838 $ – 104 040 $**, plus 5 semaines de vacances et un excellent régime d'avantages sociaux.

Les personnes intéressées sont priées de soumettre leur candidature au plus tard le **1er décembre 2005** à : **James Turk, directeur général, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.** Télécopieur : 613-820-7244; Courriel : turk@caut.ca.

CAUT ACPPU

*Toutes les candidatures seront traitées de façon confidentielle. Nous ne communiquerons qu'avec les candidats ou candidates convoqués à une entrevue. L'ACPPU souscrit à l'équité en matière d'emploi, aux principes de l'embauche fondée sur l'équité en matière d'emploi et à toutes ses pratiques d'emploi.*

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DALHOUSIE UNIVERSITY
*Inspiring Minds*

## Assistant Professor Anatomy & Neurobiology

The Department of Anatomy and Neurobiology at Dalhousie University invites applications for a probationary tenure-track position at the rank of Assistant Professor. Ideal candidates will have demonstrated the potential to develop an internationally recognized research program to study fundamental questions concerning the development, function or plasticity of the nervous system. The successful candidate will join an interdisciplinary group of over 80 investigators within the Neuroscience Institute at Dalhousie University (http://neuroscience.dal.ca). Outstanding facilities include: confocal and electron microscopes, multiphoton imaging, fMRI, electrophysiology, and microarray technology. Future expansions include the construction of the Life Science Research Institute that will house modern proteomics and transgenic animal facilities.

Applicants must hold a PhD and/or MD degree, with experience in an appropriate biological science, and a minimum of two years post-doctoral training. Salary will be commensurate with qualifications and experience. The successful applicant will be expected to compete for external research and salary support during the initial appointment. She/he will participate in the teaching mission of the Department and is expected to supervise and train graduate students. We are committed to the success of our faculty and provide modern laboratory space and startup funds. Further information concerning this position and the Department may be obtained by consulting http://www.anatomy.dal.ca.

Dalhousie University is located in the historic port city of Halifax that boasts excellent recreational, cultural and lifestyle opportunities (http://www.halifaxinfo.com). Applicants should submit curriculum vitae, a brief statement of research plans, and the names of three references to:

**Chair, Search Committee**
**Department of Anatomy and Neurobiology**
**Faculty of Medicine**
**Sir Charles Tupper Medical Building**
**Room 13-B1, 13th Floor**
**Dalhousie University**
**5850 College Street**
**Halifax, Nova Scotia B3H 1X5 Canada**

Closing date for receipt of applications is **December 31, 2005.** Starting date is negotiable, but it is intended that the position will be filled by July 1, 2006.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

# CAREERS CARRIÈRES

search work, and commitment to an ongoing research program. These research programs can be in any area of Clinical Psychology provided that they have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology CRC Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Please note that all CRC positions are subject to review and final approval by the CRC secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Behavioural/Cognitive Neuroscience. The successful candidate must have a PhD in behavioural or cognitive neuroscience or related area in psychology. Although we will consider any area of neuroscience/neuropsychology we are particularly interested in applicants with expertise in cognitive aspects of aging and memory in humans. Expertise in fMRI would be a definite asset. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is Jan 1, 2007. The deadline for applications is December 1, 2005. Review of applications will begin on Dec. 1, 2005, and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Behavioural Neuroscience Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY — Adler School of Professional Psychology.** The Adler School of Professional Psychology announces the following openings beginning Winter 2006 — full time core faculty. Position includes teaching in the master's in counseling psychology program, providing clinical supervision and strong mentorship to students. Candidates with particular interest and expertise in the areas of assessment, diversity, consultation/supervision and curriculum development will be given particular consideration. Applicants must have a doctorate from an CPA or APA-accredited program, demonstrate a strong record of clinical experience, graduate level teaching and clinical training using the scholar-practitioner model, and scholarship/professional activity. A particular commitment of the School, rooted in Adler's emphasis on social interest and social responsibility, is training psychologist/counselors who are committed to social justice and who will work with marginalized and underserved populations. Applicants should submit a curriculum vitae, three letters of recommendation, graduate school transcripts, and a letter of interest to: Russell King, Psy.D., R. Psych., Dean Vancouver Campus, Adler School of Professional Psychology, 401-1195 W. Broadway, Vancouver, BC, V6H 3X5; Quenes: director @adler.bc.ca.

■ **PSYCHOLOGY — University of Alberta.** The Department of Psychology, University of Alberta, announces a major initiative to expand its research and instructional program in Cognitive Neuroscience. We plan to fill up to three tenure-track positions at the Assistant Professor level for a July 2006 start date. Successful candidates would join a research-intensive department with strong programs in related areas such as Behavioral and Systems Neuroscience, Cognitive Psychology and Lifespan Cognitive Development. In addition, the University of Alberta hosts a large Centre for Neuroscience and such related research units as the Centre for Alzheimer and Neurodegenerative Research. Laboratory facilities include tha University of Alberta In Vivo NMR Centre, a state-of-the-art research-dedicated lab featuring three magnetic resonance imaging scanners (1.5, 3.0, and 4.7T). The three positions are as follows: Aging and Special Populations — The successful candidate for this position will have a strong background in cognitive neuroscience, including structural and functional imaging, with special emphasis on aging, neurodegenerative diseases (e.g., Alzheimer's), or special developmental populations such as those with cognitive impairment or Fetal Alcohol Spectrum Disorder. Extensive research experience in an active imaging lab is an advantage. Basic Human Processes — The successful candidate will have a strong background in cognitive neuroscience, with an emphasis on structural and functional imaging and/or ERP, and an active research program using these techniques to study the neural substrates of basic human psychological processes such as memory, perception, attention, or decision making. In normal and/or clinical populations. Computational Neural Modelling — The successful candidate will have a strong background in cognitive neuroscience, and an active research program using computational or mathematical modeling to study brain processes, neurodynamics, or neuropsychological functioning. Appointments will be made at the assistant professor level effective July 1, 2006, and a PhD is required by that date. Hiring decisions for this position will be made on the basis of demonstrated research capabilities, teaching ability, the potential for interdisciplinary collaboration, and fit with departmental needs. A curriculum vita, a description of current and planned research, copies of recent publications, and at least three confidential letters of reference should be sent by January 15, 2006, to: Dr Douglas S Grant, Chair, Department of Psychology, P217 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PSYCHOLOGY — Brock University.** The Department of Psychology at Brock University invites applications for a probationary tenure-track appointment in the area of methods, research design and statistics at the assistant professor level effective July 1, 2006, subject to final budgetary approval. A PhD in psychology is preferred (applicants without a completed PhD will be considered for an appointment at the rank of Lecturer). We are seeking an individual with a strong research record and a strong commitment to teaching. Applicants must be able to teach statistics at the undergraduate and graduate level. We will consider applicants having research and teaching interests in any content area of psychology, including but not limited to research design and statistics or programs compatible with our three graduate focus areas, developmental, social/personality, or behavioural neuroscience. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Dr. Dawn Good, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Phone: 905-688-5550, ext. 3543; Fax: 905-688-6922; E-mail: Dawn.Good@brocku.ca. More information on the Brock University Psychology Department can be found at www.psyc.brocku.ca. Applications will be accepted until the position is filled, but the hiring process will start on December 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

■ **PSYCHOLOGY — Luther College, University of Regina.** Applications are invited for a tenure-track position in Psychology at the Assistant Professor level, starting July 1, 2006, subject to budgetary approval. Applicants should have a PhD completed or near completion in Clinical or Applied Psychology and be able to teach introductory psychology. Additional teaching areas may include psychology of religion, interpersonal relations, social psychology, and courses in the candidate's area of expertise. Candidates with experience in applied or qualitative research methods are encouraged to apply. The Clinical Psychology Doctoral Program at the University of Regina is accredited by the Canadian Psychological Association. In addition to a demonstrated ability in undergraduate teaching and potential for research, the successful applicant must be able and willing to supervise honours and graduate theses and dissertations. Responsibilities include teaching, research, and administrative work. Luther College is a Federated College of the University of Regina; candidates must express a clear interest in the smaller context of a community-involved College, where spiritual and humanistic concerns are highly valued. A copy of the College's educational goals is available upon request and further information about the College can be obtained at: http://www.luthercollege.edu. Applications should include a curriculum vitae outlining disciplinary interests and professional qualifications, a teaching dossier, a list of publications, and three letters of reference. A statement explaining the candidate's interest in teaching at a liberal arts college in a Christian context should also be included. Applications should be sent to: Dr. Mary Vetter, Academic Dean, Luther College, University of Regina, Regina, SK, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is January 6, 2006.

■ **PSYCHOLOGY — University of New Brunswick.** The University of New Brunswick, Department of Psychology, Fredericton invites applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2006. One position is for an individual with training and research interests in Social Psychology. The other position is for an individual with training and research interests in any area relevant to Brain, Behaviour, and Cognitive Science. The Department does not have the facilities to support animal-based research. The successful candidates will have a PhD in Psychology (or near completion), a strong research record, the ability to develop an externally funded research program, and a strong commitment in undergraduate and graduate teaching. The Department of Psychology in Fredericton has BA and BSc majors and honours programs as well as PhD programs in Clinical Psychology (CPA and APA accredited) and in Experimental and Applied Psychology. These positions are subject to budgetary approval. Interested applicants should send a curriculum vitae, recent reprints or preprints, a statement of research and teaching interests, and arrange to have three letters of reference sent to: Dr. Sandra Byers, Chair, Department of Psychology, University of New Brunswick, P. O. Box 4400, Fredericton, NB, E3B 6E4, Phone: (506) 458-7803; Fax: (506) 447-3063; E-mail: psychair@unb.ca. Review of applications will start December 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity

■ **PSYCHOLOGY — Ryerson University.** The Department of Psychology invites applications for four tenure-stream appointments (rank open), effective August 1, 2006. We are seeking candidates in the areas of Neuroscience, Clinical, and History/Theory. We also have a fourth position (research specialization open) for an individual with a teaching interest in any of the following areas: Adult Development, Environmental, Cognition, or Perception. Successful candidates will have a PhD in Psychology, a demonstrated record of scholarship, evidence of high-quality undergraduate teaching and training, and a capacity for collegial service. The Department (www.ryerson.ca/psychology) is growing and diversifying. It is launching an undergraduate BA degree in Fall 2006, and has renovated and added laboratories which provide a vibrant research environment. There are opportunities for collaboration in Psychophysiology, Visual Sciences, Health and Gender, Psychology and Law, Memory and Aging, Children and Youth at Risk, Child and Adult Psychopathology, Children's Imitation and Learning, Infant Motor Development and others. The Department's wide and dynamic selection of professionally related and liberal studies courses contributa to programs across five faculties. We also offer certificates in Psychology and Mental Health and Addictions in collaboration with the G. Raymond Chang School of Continuing Education. The Department is housed in the Faculty of Arts, an integral and thriving contributor to the education of approximately 20,000 students. Applicants should submit a letter of application, a curriculum vita, two recent research publications, results of teaching surveys (or equivalent evidence such as a teaching dossier), and the names of three individuals who could be contacted for reference letters, by December 15, 2005, to: Dr. Jean-Paul Boudreau, Chair, Department of Psychology, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. E-mail: boudreau@ryerson.ca Please note that faxed and e-mailed applications will not be accepted. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — Carleton University.** As part of Carleton University's strategic focus on health and well-being, the Institute of Neuroscience, housed within the Department of Psychology, is in the process of expansion. This includes increased research space and resources, as well as the faculty complement. Currently, the Institute offers an MSc and PhD in Psychology with a specialization in Neuroscience, and is in the process of establishing a direct PhD option to students across a variety of research areas, thus allowing for greater interdisciplinary research focusing on the neurosciences. Subject to budgetary approval, the Institute of Neurosciences twithin the department of Psychology) wishes to make a tenure-track appointment at the level of Associate Professor in the area of Neuroscience, to begin 1 July 2006. Candidates should have an established, academic program of research, with scholarly, academic publications and grant support (e.g., CIHR or NSERC). Researchers at the level of Assistant Professor with an established academic program of Neuroscience research and teaching interests are also encouraged to apply. Applicants should be experts in behavioral analyses in any of a variety of psychological domains (e.g., learning, motivation, development, aging, sensory mechanisms, neuroplasticity, physical/mental health, physical/mental illness neurodegeneration/neuroprotection,) with emphasis on the use of molecular biological techniques. They may also include, among other things, models of neurodegenerative disorders, developmental disorders, animal models related to depression, schizophrenia, anxiety or drug addiction, or analyses of sensory processes. In addition to maintaining an active research program, candidates will be expected to undertake graduate supervision, and be able to teach within a neuroscience program, including psychology courses. The Institute of Neuroscience has a strong undergraduate and graduate program, and also provides a basis for collaboration with other areas within the Department of Psychology, other units within the university, and with other government and academic institutes outside of the university. Further information can be obtained from our website at http://www.carleton.ca or by contacting Dr. Hymie Anisman (Director of Neurosciences) at the address below or by email at Hymie_Anisman@carleton.ca. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to Dr. Mary Gick, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be reviewed beginning January 2006 and the process will continue until the search has been completed. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, the airport, as well as the Gatineau Hills, enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost 1M, has numerous entertainment, cultural and social events throughout the year, including the tulip festival and winterlude, and is home to the longest skating rink in the world (Rideau Canal).

## Faculty of Social Sciences

### CANADA RESEARCH CHAIR (TIER II)

### SOCIAL JUSTICE

Brock University seeks an outstanding scholar for a Tier II Canada Research Chair in **SOCIAL JUSTICE.** The purpose of this appointment is to enhance multidisciplinary research collaboration among centres and departments within the Faculty of Social Sciences with a focus on analysing local, national, and global processes related to struggles for equality and recognition.

The successful candidate will be appointed to a centre or department in the Faculty of Social Sciences (Child and Youth Studies; Communications, Popular Culture and Film; Economics; Environment; Geography; Labour Studies; Political Science; Psychology; Sociology; Women's Studies). The successful applicant may also participate in a range of the Faculty's departmental and interdisciplinary (Popular Culture, Social Justice and Equity Studies) graduate programs.

The appointment will be at the Assistant or Associate Professor level and commence July 1, 2006. This is a permanent tenure-stream position. The appointment may be made on either a tenured or probationary basis. The position has research and teaching responsibilities, but carries a reduced teaching load as a reflection of expectations about research.

The successful candidate must have a demonstrated ability to attract SSHRC or similar research funds as well as clear potential to be a leader in the field of social justice, and a strong (emerging) national and international scholarly presence, and the potential for an excellent teaching and graduate supervision record. The position comes with additional funding through the Canada Foundation for Innovation (CFI) for equipment. The hiring decision will be made on the basis of demonstrated research excellence, teaching ability, potential for leadership in research collaboration, and Faculty and University needs.

Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000. The Niagara region offers many cultural and recreational opportunities in a mixture of urban and rural settings.

Submit curriculum vitae, statement of research interests and plans, statement of teaching inrerests, and list of potential refetees to: David Siegel, Dean, Faculty of Social Sciences, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario L2S 3A1. Consideration of applications will begin on January 6, 2006, but the competition will remain open until a suitable candidate is identified.

Applicants and nominations from Canada and elsewhere are encouraged. Brock University hires on the basis of merit and is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified candidates but strongly encourage applications from women, persons with disabilities, members of visible minorities, and Aboriginal persons.

**Brock** www.brocku.ca/hr/careers/faculty

BROCK UNIVERSITY ST. CATHARINES ONTARIO CANADA

### University of British Columbia
### Head of History

The Faculty of Arts at the University of British Columbia invites applications for the position of Full Professor and Head within the Department of History. The Department of History at UBC is one of Canada's finest centres of research and teaching. Working mainly in the fields of Asian, European, Latin American, and North American history, with particular strength in aboriginal history, East Asian history, and the history of science and technology, its members educate undergraduate, honours, and graduate students, carry out active and well-funded programs of research, and publish widely in their fields. The Department is seeking an academic with a distinguished research record. Evidence of academic leadership, a commitment to innovative teaching, and strong administrative capacity are also essential. The Department is in the midst of a period of significant recruitment and renewal. Overseeing the continuation of this process along with helping the Department to take full advantage of new opportunities provided by changing research and teaching environments will be an important part of the new Head's assignment. He or she will also have insight into how to strengthen interdisciplinary connections within the university among those interested in questions of historical study and research. The appointment, which is subject to final budgetary approval, will begin no sooner than July 1, 2006. Salary will be commensurate with qualifications and experience.

Applications, curriculum vitae, and names of referees (plus contact information, including e-mail) should be sent to:

Dr Nancy Gallini
Dean and Chair of the Search Committee
Office of the Dean, Faculty of Arts
University of British Columbia
Buchanan B130, 1866 Main Mall
Vancouver, BC, Canada V6T 1Z1

The deadline for receipt of applications is **Friday, January 6, 2006.** Applications and enquiries may also be forwarded via e-mail to the Dean's Assistant, Margaret Tom-Wing at <mtw@mail.arts.ubc.ca>. Interested applicants may visit the following websites: http://www.history.ubc.ca and http://www.arts.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

# CAREERS CARRIÈRES

■ **PSYCHOLOGY/KINESIOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant/Associate Professor level in the area of Social Psychology and Physical Activity. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from all health promotion and injury/disease prevention fields such as kinesiology, social and preventive medicine, public health, behavioural medicine, social science and medicine, and ergonomics. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at: http://www.ahs.uwaterloo.ca/kin/kinhome.html Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by November 30, 2005 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **PUBLISHING — Simon Fraser University.** Simon Fraser University's Master of Publishing program (http://www.cssp.sfu.ca/) invites applications from energetic and enthusiastic publishing scholars with publishing experience, and/or qualified publishing professionals with a proven research and teaching record. The successful applicant will contribute to a vibrant, professional graduate program and applied research unit. Teaching may also include some undergraduate courses. The program seeks to fill one tenure track, assistant professor position as of September 2006 with an individual who has an established research/project record, team working experience, teaching experience, and, preferably, holds or is on the way to holding a PhD. The program has one position and expects to find a candidate who complements the expertise of existing faculty, can teach seminar and project courses, and can carry on research and teach in at least two of the areas listed as follows: 1. business and management of publishing enterprises; 2. editing theory and practice; 3. history of publishing. 4. magazine publishing. The MPub program admits 18 students each year and offers a tightly integrated curriculum that demands a high level of cooperation among faculty, greater contact than normal with students, and an ability to teach to program needs. Letters of application should be send to Rowland Lorimer, Director, Master of Publishing program, the Canadian Centre for Studies in Publishing, Simon Fraser University, 515 West Hastings St. Vancouver, British Columbia, V6B 5K3. Email: lorimer@sfu.ca. Deadline for applications is December 1, 2005. Please name three referees and provide contact information. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## R

■ **RECREATION & LEISURE STUDIES — Brock University.** The Department of Recreation and Leisure Studies invites applications for two tenure track positions at the assistant professor level effective July 1, 2006. Each successful candidate will possess a completed doctorate at the time of appointment in recreation and leisure studies or a related field, have strong evidence of effective teaching, and a proven track record of scholarly research and publication. Preference for both positions will be given to those candidates who teach and conduct research in the area of outdoor recreation. For one of the positions, preference will be given to candidates who have expertise in outdoor recreation combined with a secondary specialization in adventure therapy, therapeutic recreation, or a related area. Candidates may also have the opportunity to serve in the core curriculum or in the general recreation/administration program. A letter of application, a curriculum vitae, and the names of three referees should be submitted to: Dr. Colleen Hood, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is January 16, 2006 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's Web site: www.brocku.ca.

■ **RELIGION — Carleton University.** The College of the Humanities at Carleton University (Ottawa, ON) invites applications for a tenure-stream position in Jewish Studies at the Assistant Professor level, subject to budgetary approval. The BA programs in Classics and Religion are housed in the College of the Humanities (see www.carleton.ca/chum/ or www.carleton.ca/religion/). We seek an outstanding scholar with a PhD and a track-record of demonstrated excellence in both teaching and research. The successful candidate will be expected to teach courses in various aspects of Judaism (area of expertise open) and introductory courses in the Religion program, some of which may be offered on the university's instructional television network. The ability to teach comparative religious themes will be considered an asset. Faculty members at Carleton are expected to participate in the life of the academic community, both on campus and beyond, and to seek external grants in order to develop and support a program of research leading to significant peer-reviewed publications. All qualified candidates are encouraged to apply; however, the applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application (with CV, samples of recent research, and evidence of excellence in teaching) should be sent to: Prof. Farhang Rajaee, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. In addition, applicants should arrange for at least three letters of reference to be sent under separate cover. Consideration of candidates will commence on 30 November 2005, and continue until the position is filled.

■ **RURAL ECONOMY & SUSTAINABLE FOREST MANAGEMENT — University of Alberta.** Applications are invited for a Research Associate in the Department of Rural Economy and Sustainable Forest Management-Network of Centres of Excellence. Scholars with particular interests in environmental economics, resource tenure, sustainability indicators, and the economics of alternative forest management regimes may be interested in opportunities for research within the SFM Network and the Department of Rural Economy. The Sustainable Forest Management-Network of Centres of Excellence is an interdisciplinary research program and involves researchers from across Canada working on issues related to sustainable forest management. Scholars interested in interdisciplinary research, particularly the integration of economics into sustainable forest management, are invited to apply. This opportunity will be of particular interest to candidates with a background in economics, preferably in the fields of environmental, forest, or resource economics. Minimum requirements are a PhD in forest, natural resource, or environmental economics or related discipline. Experience in the use of economic instruments, experimental methods, and simulation tools for forestry or natural resource management will be an asset. The research area is the analysis of incentive programs for achieving environmental objectives in the boreal forest. Incentive programs will be evaluated on multiple criteria including: consistency with existing legal framework for land management; compliance, monitoring and enforcement costs; economic efficiency; distribution and equity; environmental effectiveness; and ability to integrate multiple resource management objectives. The position requires an individual with strong communication skills and the ability to work independently as well as coordinate the activities of teams of researchers. This position has a salary range of $45,200 to $64,200 per annum. Scholars interested in learning more about this opportunity, the SFM Network and/or Department of Rural Economy are invited to view our Home Pages (http://www.re.ualberta.ca and http://www.ualberta.ca/sfm) or contact: Dr. Vic Adamowicz (vic.adamowicz@ualberta.ca), or Dr. Marian Weber (marian.weber@ualberta.ca), Department of Rural Economy, 515 General Services Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1; Phone: (780) 492-4603; Fax (780) 492-0268. To Apply: Submit a letter of application and Curriculum Vitae that includes a list of three referees. This competition will close when a successful candidate has been found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## S

■ **SCIENCE POLITIQUE — Université Simon Fraser.** Le Département de Science Politique de l'Université Simon Fraser, Burnaby, Colombie-Britannique, sollicite des candidatures pour un poste poste menant à la permanence au rang de professeur(e) adjoint(e) dans le nouveau programme de baccalauréat en langue française en administration publique et services communautaires. L'enseignement devra être assuré principalement en français, mais les candidats doivent pouvoir aussi enseigner en anglais. Les candidats doivent détenir un Doctorat au moment de l'entrée en fonction du poste, avoir un dossier solide de recherches en administration publique et en politiques publiques, et démontrer un engagement manifeste envers la re-

## Faculty of Business

The Faculty of Business, Brock University invites applications for probationary tenure track positions in: **Accounting, Entrepreneurship, Finance, International Business, Management, Marketing and Organizational Behaviour/Human Resource Management.** Starting July 1, 2006, the rank is open at either the Assistant or Associate Professor level. The availability of these positions is subject to final budgetary approval. The Faculty of Business provides a very supportive research environment. Teaching loads are 2 +2 per year with the opportunity of reduction for research performance.

Qualifications include a PhD (completed or near completion) and a commitment to excellence in research and teaching. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high-growth area with an exceptional range of professional and recreational opportunities.

The Faculty of Business at Brock University is AACSB accredited, offering a number of Undergraduate and Masters degree programs, including an MBA, Masters of Accountancy (MAcc), Bachelor of Business Administration (BBA), and a Bachelor of Accounting (BAcc). The undergraduate programs each have a co-op option, and a proposal for a Master of Science (MSc) program is currently under review. There are approximately 2,200 undergraduate and 250 graduate students.

Please submit applications including curriculum vitae and the names and addresses of three refetees, a recent working paper, and student evaluations (if available) to:

Meredith Simon
E-mail: meredith.simon@brocku.ca (please reference discipline area in subject line)
Office of the Dean
Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1

**Brock** www.brocku.ca/hr/careers/faculty

BROCK UNIVERSITY ST. CATHARINES ONTARIO CANADA

## Faculty of Education

**CANADA RESEARCH CHAIR (TIER II)**

**CRITICAL LITERACY**

The Faculty of Education at Brock University invites applications for a Tier II Canada Research Chair in Critical Literacy. Appointment will be at the Assistant or Associate Professor level and commence July 1st, 2006, or as soon as possible thereafter. The appointment may be made on either a tenured or tenure-stream probationary basis. The purpose of this Chair is to develop and foster critical approaches to literacy, particularly with respect to the role of Media in the Educational system. The Chair will be expected to facilitate and carry out research on literacy, working collaboratively with other faculty to explore individuals' literacy development, technological experiences and cultural awarenesses. This position has research and teaching responsibilities, but carries a reduced teaching load as a reflection of expectations for research.

In keeping with the Brock University Strategic Initiative Fund, the successful applicant will network and establish multidisciplinary partnerships with researchers and educators at local, national and international levels with the goal of establishing a Centre for Critical Literacy.

Applicants should be leaders (potential) in their field, have a strong (emergent) national and international scholarly presence and have an excellent teaching and graduate supervision record. The successful candidate will be expected to secure external funding and possess a commitment to multidisciplinary and collaborative research.

Located at the centre of the Niagara region, Brock University offers strong undergraduate, graduate, professional and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000.

Applications will be considered until the position is filled, but the selection process will begin on November 25, 2005. Salary will be based on qualifications and experience. Applicants must submit a full curriculum vitae, a statement of research interests and plans, a statement of teaching interests and a list of three potential referees to:

Dr. James Heap, Dean
Faculty of Education
Brock University
St. Catharines, Ontario L2S 3A1

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Information on Brock University may be found on the University website www.brocku.ca

**Brock** www.brocku.ca/hr/careers/faculty

BROCK UNIVERSITY ST. CATHARINES ONTARIO CANADA

The University of British Columbia
www.sauder.ubc.ca

SAUDER School of Business

## Faculty Positions

Applications are invited in a number of areas including accounting, strategy and industrial organization, finance, and health care management. Appointments are available July 1, 2006 or January 1, 2007 and are subject to final budgetary approval.

As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Information regarding priorities by subfield is available on-line at: http://www.sauder.ubc.ca/faculty/faculty_openings/index.cfm.

Applicants should send a curriculum vitae, one or two research papers and arrange for the submission of three letters of reference to:

***Recruiting Committee (please specify the area of application)***
***Office of the Dean, Sauder School of Business***
***The University of British Columbia***
***2053 Main Mall, Vancouver, B.C., Canada V6T 1Z2***

OR

Applicants may send the applications electronically to the following email addresses for different areas:

Accounting: acct@sauder.ubc.ca
Finance: finrec@sauder.ubc.ca
Health Care Management: michelle.medalla@sauder.ubc.ca

The application deadline is ***December 15, 2005.***

# CAREERS CARRIÈRES

cherche et l'enseignement. Le candidat (la candidate) retenu(e) devra enseigner des cours de 1er cycle sur le gouvernement canadien, l'administration publique et les politiques publiques canadiennes. Un intérêt pour l'enseignement de cours sur les services communautaires et sur des projets orientés vers les communautés sera retenu comme un atout. La date d'entrée en fonction est le 1er septembre 2006. La description du programme (de type COHORTE, programme préétabli) est disponible à l'adresse web suivante: http://www.sfu.ca/fipl/. Prière de faire parvenir les candidatures à: Professor David Laycock, Directeur, Department of Political Science, Simon Fraser University, Burnaby, BC, V5A 1S6, avant le 1er décembre 2005. Les candidatures devront inclure (1) Une lettre de présentation résumant les qualifications du (de la) candidat(e); (2) un C.V., (3) un échantillon sous forme d'article d'une page sur les publications (de la) candidat(e); (4) les noms de trois répondants, dont l'un doit pouvoir attester de l'enseignement du (de la) candidat(e), de sa capacité à enseigner en français et en anglais, en plus de ses qualités de chercheur. Les évaluations des cours enseignés seraient également appréciées. Les candidat(e)s sont priés de demander à leurs répondants de bien vouloir faire parvenir leurs recommandations directement au Directeur au plus tard le 1er décembre 2005. Toutes les personnes qualifiées seront invitées à poser leur candidature; toutefois cette offre s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes qualifiées. Ce poste est sous réserve d'approbation budgétaire.

■ **SCIENCE POLITIQUE & ÉCONOMIQUE — Collège militaire royal du Canada.** Le Département de science politique et d'économique du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au rang de professeur/e adjoint/e. Les qualifications requises sont un doctorat (PhD) ou l'équivalent en science économique, une expérience acceptable d'enseignement en science économique et un dossier de publications fort ou prometteur. L'étude des dossiers de candidats/es exceptionnels/les qui sont sur le point de compléter leur thèse de doctorat pourra aussi être considérée. Les domaines de spécialisation sont ouverts. Un intérêt dans l'économie de la défense et de sécurité sera un atout. La personne choisie devra être disposée à enseigner principalement des cours de premier cycle. Ce poste bilingue requiert l'habilité de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun/e des candidats/es ne devait se qualifier pour ce poste, une liste d'admissibilité sera alors établie pour doter des postes semblables dont le profil et les exigences linguistiques peuvent varier. L'échelle salariale est de 46 283$ à 84 515$ par année plus une indemnité provisoire de 3 300$ pour 2005/2007. Le salaire accordé dépendra de l'expérience et des qualifications du/de le candidat/e. La personne sélectionnée aura une période de stage de 36 mois. Un curriculum vitae, accompagné d'un relevé de notes, d'un sommaire des intérêts de recherche, de quelques exemples de publications et de trois lettres de recommandation, doit être envoyé à: Mme Debora Markman, Officier en ressources humaines, Centre de services des ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, 11, rue Mercury, Pièce 215, Kingston, (Ontario) K7K 7G4. La date prévue d'entrée en fonction est le 3 juillet 2006. La date limite d'acceptation des candidatures est fixée au 17 janvier 2006. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes.

■ **SOCIAL WORK — Wilfrid Laurier University.** The Faculty of Social Work at Wilfrid Laurier University invites applications for a tenure-track faculty position for appointment commencing July 1, 2006. Appointment will be at the rank consistent with the candidate's qualifications and experience. The successful candidate will be able to teach clinical practice courses with individuals, families or groups in the MSW program. This person must have at least one degree in social work and appropriate experience in clinical practice. This position is for a person with a developed or developing program of research and scholarship reflecting a broad understanding of the determinants of health. Preference will be given to candidates with a completed doctoral degree. Someone with an ability to teach quantitative data analysis in our PhD program and provide statistical consultation to faculty would be a valued addition. Demonstrated competence in teaching is preferred. Experience working with diverse populations will be an asset. The position offers an opportunity to develop a program of research through our newly endowed Centre on Health. An interest and capacity to build this Centre's program of research will be a favourable consideration. The Faculty has programs at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The university is committed to employment equity and invites applications from women, visible minorities, ebonginal persons, and persons with disabilities. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Professor Luke Fusco, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON, Canada N2L 3C5. Consideration of applications will commence on November15, 2006 and continue until the position is filled.

■ **SOCIAL WORK — Dalhousie University.** Applications are invited for two full time, probationery tenure track positions, and one limited term position (three-year) at the Assistant Professor level, commencing August 1, 2006. One of the full time probationary tenure track positions will be designated as Field Director. For this position we are looking for candidates who have a scholarly interest in the analysis of field work as a component of social work education. The successful candidates will be expected to teach in the BSW and/or MSW programs, both on site and distance. The School offers a generic BSW, which includes core courses such as social work theory and practice, social policy and cross-cultural issues. The MSW offers concentrations in family/child welfare, physical and mental health, and community work. Both the BSW and MSW programs are guided by the School's mission to create e socially just society. They are concerned with issues of poverty, inequality, and social and political marginality, and seek to develop practitioners and scholars who are critical thinkers and are effective in advancing progressive change, whether through individual or community practice, or through policy and political engagement. Both degree programs are offered on campus in Halifax, and online by distance delivery to students across Canada. This year, the School of Social Work, in collaboration with St. Thomas University has accepted students in a new Mi'kmaq-Meliseet BSW Program. Applicants should normally have a PhD or equivalent in social work or a related field, as well as demonstrated achievement in research and scholarly work. Candidates should also submit evidence of effectiveness in teaching, social work practice or social policy appropriate to their experience. These positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women. Applications, including curriculum vitae, the names of three academic and professional references and evidence of effectiveness in teaching social work practice or policy, should be sent to the address below. The closing date for applications is Jan. 15, 2006. Dr. Wanda Thomas Bernard, C.M., Director, School of Social Work, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

■ **SOCIOLOGY — Brandon University.** Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. The Department of Sociology at Brandon University is seeking to fill a 3-year term position, subject to budget. A PhD is preferred but ABD applicants will also be considered. The successful candidate will be expected to teach sociological theory (including feminist theory), and one or more of the following areas: sociology of science/technology, sociology of knowledge, popular culture, work/occupations, and socialization. Evidence of teaching excellence and an active research program are required. Rank and Salary: Commensurate with qualifications and experience. Preferred start date: 1 August 2006. Deadline for Applications: 28 February 2006. Interested candidates should forward their vitae, the names of three references, and supporting documentation providing evidence of teaching and research accomplishment to: Dr. Scott Grills (artsdean@brandonu.ca), Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information on Brandon University visit our website at www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **SOCIOLOGY — Brock University.** The Department of Sociology at Brock University invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, effective July 1, 2006, subject to final budgetary approval. The successful candidate will have a recently completed PhD in Sociology, or a related discipline, evidence of successful undergraduate teaching, and a demonstrated expertise in quantitative methods. The successful candidate will be expected to teach quantitative methods and will have the ability to support our undergraduate program as well as graduate courses in social justice and equity studies. Other activities will include developing an independent research program and involvement in the academic community. Applicants should submit by December 10, 2005 a letter of application accompanied by e curriculum vitae, selected reprints of published work, and three letters of reference to: Dr. Murray Smith, Chair, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalence in the faculty; qualified men and women candidates, persons with disabilities, members of visible minorities, and Aboriginal persons are equally encouraged to apply. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. More information on Brock University can be found on the university's website at www.brocku.ca and on the Department of Sociology at www.brocku.ca/sociology.

■ **SOCIOLOGY & ANTHROPOLOGY — Carleton University.** Pending budgetary approval, applications are invited for a tenure-track position in sociology with a focus on science and advanced technology. This position will be of particular interest to those engaged in theoretical and empirical work in areas such as Science and Technology Studies (STS), Social Studies of Scientific Knowledge (SSK) and/or Public Uses of Science (PUS). The position will be in the Department of Sociology and Anthropology at the rank of Assistant Professor to commence July 1, 2006. The study of advanced technology is one element of the tripartite

**Ontario College of Art & Design (OCAD)**, Canada's largest university for art and design specializing in creativity and innovation, requires a . . .

## DEAN, FACULTY OF DESIGN

**• Five-year Term (with the possibility of renewal)**

Your demonstrated educational leadership and supervisory abilities combined with a significant record of professional activity in design will enable you to successfully direct and develop the Faculty of Design. Utilizing proven administrative, organizational and communication skills, you will collaborate and consult with the Deans of the Faculties of Art and Liberal Studies to promote effective leadership of the University's academic programs, support educational goals, and enrich University life. Capable of facilitating consensus, you will consult with various sources regarding educational policy development, articulation and exchange agreements and maintain an active role in the creative community. As well, you will prepare the annual budget and supervise faculty and support staff. Your Master's in Design or equivalent is complemented by 5 years' teaching experience with academic administrative expertise in post-secondary education. Familiar with current issues in design, art and education (with a particular sensitivity to the needs of students), you are able to fundraise and establish professional connections within academic and design communities.

Qualified applicants are invited to submit a resume, with a cover letter, by **December 1, 2005**.

More details with respect to this position and how to apply are available on our website at: www.ocad.ca/hr

OCAD is an employment equity employer.
We thank all applicants; however, only those selected for interviews will be contacted.

ONTARIO COLLEGE OF ART & DESIGN

# Faculty Positions

UBC *University of British Columbia*
*Faculty of Medicine*
*Department of Surgery*

RESEARCH TREATMENT
THE PROSTATE CENTRE
AT VANCOUVER GENERAL HOSPITAL

Three full-time faculty positions in the following disciplines are available at The Prostate Centre at Vancouver General Hospital/University of British Columbia Centre for Prostate Research and the Division of Urology, Department of Surgery. The positions will be effective January 1, 2006 or as negotiated.

## 1) Bioinformatics

Ranked as an Assistant, Associate or full Professor, you will be responsible for developing a Biomedical Informatics Program utilizing large-scale gene expression, tissue microarray and clinical data sets of prostate cancer.

## 2) Proteomics

Ranked as an Associate Professor or full Professor, you will lead the overall operation of collaborative proteomics projects within the Centre. You will focus on the analysis of target proteins and the qualitative and quantitative comparison of proteomes to further unravel the biological processes involved in prostate cancer progression.

## 3) Metastases

Ranked as an Assistant, Associate or Full Professor, you will apply your demonstrable excellence in research investigating metastases, with the goals of understanding the molecular mechanisms of tumour progression and developing better models to investigate the therapeutic potential of novel agents for translation into the clinic.

The successful candidates will join a large, established transdisciplinary research cluster of scientists and clinicians who have internationally-recognized expertise in large-scale gene expression; functional genomics; transcriptional regulation; viral-based gene therapy; antisense oligonucleotide technology; tumour biology; pharmacology; therapeutic development; imaging research; molecular pathology; environmental and dietary impact on tumorigenesis; and clinical trials. The central theme of this integrated research team is focused on progression of prostate cancer with studies ranging from investigating basic molecular mechanisms of this process to translational research into delaying or preventing progression.

The Prostate Centre currently occupies over 40K sq ft of state-of-the-art laboratory space, including a large-scale microarray facility. An expansion of The Prostate Centre funded through a recent national award will provide an additional 45K sq ft of space for programmatic growth and complete integration of the clinical and scientific activities of the facility. Further details of The Prostate Centre research activities can be found at www.prostatecentre.com. Salaries and benefits are commensurate with qualifications and experience.

Please submit a complete curriculum vitae and covering letter outlining your research interests to: Dr. S. Larry Goldenberg, Head, Division of Urology and Director of The Prostate Centre at VGH, 2660 Oak Street, Vancouver, BC V6H 3Z6, Canada. Fax: 604-875-5654; email:brenda.prieur@vch.ca. Closing date: November 30, 2005.

*The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian Immigration policy, priority will be given to Canadian citizens and permanent residents.*

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# CAREERS CARRIÈRES

mission of the University, which has strong ties to the local advanced technology community. The Department is a unit in the Faculty of Arts and Social Sciences, which is developing BA programs and interdisciplinary research projects in Information Technology. Technology is a field in the Faculty's interdisciplinary doctoral program in Cultural Mediations, to which the Department contributes. The Department also participates in a collaborative PhD program in Political Economy. The successful candidate will have the opportunity to contribute to these initiatives, and to offer intellectual leadership to the Department in its current activities in science studies and advanced information technology. The department offers 3-year degrees and 4-year honours degrees in both Sociology and Anthropology, master's programs in Sociology and Anthropology, and a doctoral program in Sociology. The department has played a leading role in articulating the mutual interests of Sociology and Anthropology as disciplines, and Anthropology faculty frequently supervise doctoral candidates in Sociology. The successful candidate will be expected to contribute to graduate teaching and supervision, and any contribution to its various theoretical and methodological courses will be considered an advantage. The successful candidate will have a completed doctorate in Sociology, Anthropology or a cognate discipline or field, and must show potential for excellence in teaching and research. Applicants should provide a letter of application, stating research and teaching interests, together with a curriculum vitae, one or two examples of published or professionally commissioned work, any available teaching evaluations, and full contact information for three referees to: Chair's Secretary (Science and Technology Studies Position), Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. All qualified candidates are encouraged to apply; however, the applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants should request that supporting letters from three referees be sent to the address given above, and arrive by 6 January 2006. Review of applications will begin 6 January 2006.

■ **SPANISH — University of British Columbia.** Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2006, subject to final budgetary approval. Candidates should have a specialization in Latin American Colonial Literature to 1820. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, as well as language courses at the undergraduate level. He or she should demonstrate intellectual breadth and flexibility as the Department increasingly moves in new cultural directions. We seek outstanding candidates with research interests that bridge different geographical areas and who will complement existing strengths within the Department and in programs such as Latin American Studies, Comparative Literature, or Gender Studies. Requirements include a PhD, demonstrated record of excellent publications and successful teaching, native or near native fluency in Spanish. Salary to be negotiated depending on qualifications and experience. Applicants should send a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Dr. André Lamontagne, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, B.C., Canada, V6T 1Z1. Phone: 604-822-5746 / Fax: 604-822-6675. E-mail: this-head@mail.arts.ubc.ca. Completed applications must be received by November 30, 2005. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **SPANISH — Brock University.** The Department of Modern Languages, Literatures and Cultures at Brock University, invites applications for a tenure-stream position in Spanish at the rank of Assistant Professor starting July 1, 2006, subject to final budgetary approval. We seek candidates in one of the following areas: Contemporary Peninsular Literature, Golden Age, Middle Ages. Candidates with cross-disciplinary expertise such as, comparative literature, cultural studies, film, Lusophone studies would be welcome. The successful candidate will be required to teach courses at all levels of language, literature and culture, and will be expected to co-ordinate language courses. Native or near-native fluency in English and Spanish is required, and knowledge of Portuguese is an asset. PhD required. We seek an outstanding candidate who will complement existing interests and strengths within the Department and participate in the new MA in Studies in Comparative Literatures and Arts programme. Candidates should have a record of scholarly achievement in his/her areas of interest, and evidence of excellence in teaching at the university level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. With their cover letter, applicants should send a curriculum vita, a teaching dossier and sample publications. They should also arrange for three letters of reference to be sent to: Prof. Alexandre Amprimoz, Chair, Department of Modern Languages, Literatures and Cultures, Brock University, St. Catherines, Ontario, L2S 3A1. Deadline: November 15, 2005. More information on Brock University can be found on the University's web site: www.brocku.ca.

■ **SPANISH STUDIES — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Languages, Literatures, and Cultures in the area of Spanish and Second Language Education commencing July 1, 2006 at the rank of Assistant Professor. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2873; Fax: 519.971.3648, Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SPORT MANAGEMENT — Brock University.** The Department of Sport Management wishes to appoint to a tenure track position, effective July 1, 2006, an outstanding scholar with an active research program using quantitative research methods, a demonstrated record of excellence in both teaching and research, and successful experience supervising graduate students. Appointment at a senior rank may be considered for an exceptionally qualified candidate. Individuals with expertise in any area of sport management will be considered; candidates specializing in the areas of sport finance, economics, and accounting are particularly encouraged to apply. A letter of application, a curriculum vitae, the names of three referees, and evidence of teaching effectiveness should be submitted to: Dr. Lucie Thibault, Department of Sport Management, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until January 16, 2006 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's Web site: www.brocku.ca.

■ **STATISTICS — University of Toronto at Mississauga.** University of Toronto at Mississauga, Department of Mathematical and Computational Sciences, together with the Graduate Department of Statistics, University of Toronto, invites applications for a tenure-stream appointment at the Assistant Professor level starting July 1, 2006. Duties will include research, undergraduate and graduate teaching, involvement in graduate supervision, and participation in departmental activities. Demonstrated or potential excellence in research and teaching, a strong interest in teaching applied statistics and a doctoral degree are required. Expertise in Applied Statistics (such as Bioinformatics, Statistical Computing, etc.) would be welcome. However, strong candidates in any area of statistics are encouraged to apply. Letters of application with curriculum vitae, graduate transcripts and reprints, and a short statement describing the candidate's research programme should be sent to Chair, Statistics Search Committee, Department of Mathematical and Computational Sciences, University of Toronto at Mississauga, Room 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6, by December 15, 2005. Applicants should ask three references to send a letter of recommendation under separate cover to the same address by the same deadline; at least one letter should be primarily concerned with the candidate's teaching. Application can also be sent by email to statjob@utm.utoronto.ca. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse and cosmopolitan locations in the world. The University also offers opportunities to work in a range of collaborative programs. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track or definite term position in Actuarial Science at the Assistant or Associate Professor level. Candidates must have a PhD in an area of the mathematical or statistical sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Advanced Studies in Finance (www.arts.uwaterloo.ca/ACCT/finence/casf.htm), the Institute of Insurance and Pension Research (www.stats.uwaterloo.ca/Stats_Dept/IIPR/contents.html), and the Institute for Quantitative Finance and Insurance (www.iqfi.uwaterloo.ca). Applicants must have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The effective date is expected to be July 1, 2006 or later. The closing date for applications is December 31, 2005. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor David Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## T

■ **TOURISM STUDIES — Brock University.** The Department of Recreation and Leisure Studies invites applications for a tenure track position at the assistant professor level effective July 1, 2006 in the area of Tourism Studies or a related field with a strength in tourism administration. The successful candidate will possess a completed doctorate at the time of appointment and have strong evidence of effective teaching, and a proven track record of scholarly research and publication. A letter of application, a curriculum vitae, and the names of three referees should be submitted to: Dr. Colleen Hood, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is January 16, 2006 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's Web site: www.brocku.ca.

## V

■ **VISUAL ARTS — Brock University.** Brock University's Department of Visual Arts invites applications for a probationary tenure-track appointment at the rank of assistant professor in Canadian and Modern Art History and Visual Studies. The position will begin July 1, 2006. The position is subject to final budgetary approval. Candidates must hold a completed PhD, have teaching experience at the post-secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach in the context of a Visual Arts Department committed to a curriculum that closely integrates studio practice, art history and visual studies and actively acknowledges diversity of methods. We are seeking an art historian who shares this orientation and who also appreciates the possibilities opened up by the fact that the Department is situated within the School of Fine and Performing Art where interdisciplinarity and praxis are highly valued. Courses the successful candidate may be asked to teach include Canadian Identities: From Nouvelle France to the Mid-20th Century; Canadian Art since 1960; Contemporary Trends; Art in Revolution: 1750– 1851, Modernism; Modernity and Contemporaneity: 1851–1907 and Introduction to the History of Art. The Department of Visual Arts offers a BA Pass and BA Honours degree and has, in addition to studio courses, a compendium of art history courses in modern European, Canadian and American art as well as contemporary art and theory. For more information on the department see: http://www.brocku.ca/visualarts. Applicants should send a letter of application; curriculum vitae; teaching dossier (including teaching philosophy, course evaluations, sample course outlines) and letters of recommendation from at least three people. Candidates are invited to include copies of relevant published scholarly works. Please direct applications to: Jean Bridge, Chair, Department of Visual Arts, Brock University, 500 Glenridge Ave., St. Catharines, ON, L2S 3A1; Tel: 905 688-5550 ext. 4656 or 3214; Fax: 905 688 2789; Email: jbridge@brocku.ca. Deadline for completed applications is November 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.brocku.ca.

■ **VISUAL ARTS — University of Regina.** The Department of Visual Arts at the University of Regina invites applications for a tenure-track appointment in art history at the rank of Assistant Professor, commencing July 1, 2006. The successful candidate should have expertise in modern art, contemporary art, and critical thought that can bridge practice with theory in a largely studio-based program. A record of curatorial practice or research in curatorial/museum studies will be considered an

CAUT ACPPU BULLETIN

## Publisher's Statement
## Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: (202) 737-5900 or visit www.aaup.org.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél : (202) 737-5900 ou voir www.aaup.org.

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The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track positions at the Assistant Professor level in the following areas:

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START DATE: September 2006 or at a mutually agreed upon time. Send curriculum vitae (in electronic format, pdf preferred) to **busappts@sfu.ca**, and three **signed** letters of reference (printed) to:

Dr. Irene Gordon, Chair of the Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Drive, Burnaby
British Columbia, V5A 1S6, CANADA.

The search will close on **November 30, 2005**, or when the positions have been filled.

www.sfu.ca www.bus.sfu.ca

# CAREERS CARRIÈRES

asset. Applicants for this position should possess a doctoral degree in Art History or a related discipline (ABD candidates will be considered). The hiring committee will consider evidence of active research and teaching experience. Deadline: December 1, 2005. Applicants should send a C.V., an outline of research program, a statement of teaching interests and philosophy, up to three reprints or other samples of writing, course outlines, three letters of recommendation, and academic transcripts to: Dr. Sheila Petty, Dean, Faculty of Fine Arts, University of Regina, 3737 Wascana Parkway, Regina, SK, S4S 0A2; 306-585-5569; sheila.petty@uregina.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

## W

■ **WOMEN'S STUDIES — Luther College, University of Regina.** Women's Studies tenure-track position available at Luther College, University of Regina, Canada. Please see www.luthercollege.edu for further details. Deadline: January 6, 2006.

■ **WOMEN'S STUDIES / HISTORY — University of Toronto.** The Women and Gender Studies Institute and the History Department at the University of Toronto invite applications for a tenure-track joint appointment at the rank of Assistant Professor in Transnational Gender History. The majority of the appointment (51%) is at the Women and Gender Studies Institute, and the History Department is the second home (49%). The History portion of the appointment will support courses in History and Sexual Diversity Studies. We are looking for a theoretically and interdisciplinary engaged historian with strength in feminist theory. Geographic focus is open; we are particularly interested in scholars working on the 19th and 20th centuries, who engage with such themes as postcolonial studies, cultural studies, science studies, diaspora studies, and sexuality studies through historical methodologies. Applicants must have a PhD and a record of excellence in teaching and research. Duties consist of research and teaching at undergraduate and graduate levels. Salary commensurate with experience and qualifications. Applications should be sent to: Professor Shahrzad Mojab, Director, Women and Gender Studies Institute, 40 Willcocks Street, University of Toronto, Toronto, Ontario, Canada, M5S 1G6. Applications should include: curriculum vitae, a letter outlining current and future research interests and discussing the contribution the applicant would plan to make to Women and Gender Studies and to History. One writing sample (e.g., an article offprint or conference paper), and materials relevant to teaching experience (e.g., course outlines, course handouts, or student evaluations). Three letters of reference should be sent directly to Professor Mojab. All materials must be received by November 30, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research, and live in a diverse urban area with a strong international presence. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## Z

■ **ZOOLOGY — University of Toronto.** The Department of Botany and the Department of Zoology at the University of Toronto invite applications for a tenured or tenure track position as Director of the Koffler Scientific Reserve, effective July 1, 2006. The rank of the position is open (Assistant, Associate, Full Professor) and the area of specialization includes all areas of ecology and evolution. Special opportunities exist for applicants with strong field components in their research and teaching programs. Opportunities exist for collaboration with aquatic and terrestrial biologists on all three campuses of the University of Toronto: St. George (downtown), UTM (Mississauga) and UTSC (Scarborough). The Departments of Botany and Zoology have both made recent hires in the areas of ecology and evolution and more are expected with physical geographers, foresters, chemists and physicists interested in environmental issues. The successful applicant will have a PhD, post-doctoral or relevant experience, an outstanding academic record and evidence of potential for excellence in teaching. The appointee will be expected to build an active, externally funded and internationally recognized research program and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The appointee will be cross-appointed to the Department of Botany (http://arachnid.botany.utoronto.ca/newBotany/index.cfm) and Zoology (http://www.zoo.utoronto.ca). Both departments offer a broad spectrum of programs where field biology is an integral component, and the directorship is an exciting opportunity to fully develop a unique field station that will attract researchers from other institutions. The successful candidate will serve a five-year term (renewable) as director and will live on site in a very attractive home. Responsibilities as director include all administrative aspects of the Reserve, including coordinating the research and teaching station, database management, grant writing, advancement activities, liaison with the local community and supervising administrative and technical staff. The director is expected to allocate approximately 50% of their time to these duties. Details on the Reserve can be found at (http://www.zoo.utoronto.ca/jokershill/jh.html). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse communities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until December 15, 2005. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Professor Robert L. Baker, Chair, Department of Zoology, University of Toronto, Toronto, Ontario, Canada, M5S 3G5.

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Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

## *Professional Officer*
## *Agent(e) professionnel(le)*

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Duties include researching, writing and editing news articles for the CAUT Bulletin, web site and other publications; liaising with government officials, coalition partners and other organizations; providing critical analyses of current public policy issues in post-secondary education; organizing conferences and workshops; and planning and implementing media and communication campaigns.

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*All applications will be treated confidentially. Only those candidates selected for an interview will be contacted. CAUT is an equal-opportunity employer, committed to the principles of employment equity in hiring and in all of its employment practices.*

L'ACPPU invite les personnes intéressées à soumettre leur candidature au poste d'agent(e) professionnel(le) au sein du groupe des communications et de la recherche.

Le ou la candidat(e) sera appelé(e) à documenter, rédiger et réviser des articles d'actualité qui paraîtront dans le Bulletin et d'autres publications de l'ACPPU ainsi que sur le site web; à assurer la liaison avec les représentants des gouvernements, les partenaires des coalitions et d'autres organismes; à élaborer des analyses critiques sur des questions courantes d'intérêt public concernant le secteur de l'enseignement postsecondaire; à organiser des conférences et des ateliers; et à planifier et mener à bien des campagnes de communication et de publicité-médias.

Les candidats doivent posséder au moins 5 années d'expérience pertinente et d'excellence confirmée dans la rédaction d'articles d'actualité et de fond à l'intérieur de délais stricts. Ils doivent également être aptes à travailler dans les deux langues officielles, avoir une connaissance approfondie des conjonctures politique et médiatique au Canada et adhérer résolument à la mission et aux objectifs de l'ACPPU.

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CAUT ACPPU

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**SEND APPLICATIONS** consisting of a cover letter, a CV, and a list of three referees to Dr. Katherine Schultz, Vice-President, Research & Development, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, Canada, C1A 4P3. Telephone: (902) 566-0637; fax: (902) 566-0756; E-mail: research@upei.ca. Consideration of applications will begin **December 15, 2005**, and will continue until nominees are selected. **UPEI** is committed to the principle of equity in employment.
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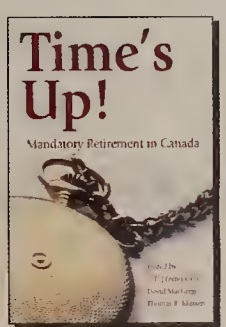


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